CONFIDENTIAL

MINUTES

LABOR SUPPLY COMMITTEE, REGION IV

Meeting of August 7, 1941
Washington, D. C.

The second meeting of the Regional Labor Supply Committee for Region IV was held in Room 608, Arlington Hotel Building, on August 7, 1941. Those present were:

Members of Committee

James M. Woodall, Acting Chairman
Fourth Regional Labor Supply Office,
Social Security Board

Justin Herman, Chief of Unemployment
Section, Work Projects Administration

Wm. J. Moore, Regional Supervisor
Apprenticeship Unit of Division of
Labor Standards

Maurice J. McAuliffe, Manager,
Fourth District, Civil Service Commission

G. A. McCarvey, Agent for Trade and Industrial Education,
U. S. Office of Education

Theodore R. Poston,
Public Relations Counsellor,
Negro Employment and Training Branch,
Office of Production Management

LeRoy Sherman (Alternate for Dr. Lary Hayes)
Associate in Division of Youth Personnel,
National Youth Administration

Tipton R. Snavely, Special Industrial
Consultant of Occupational Outlook Service,
Bureau of Labor Statistics, U. S. Dept.
of Labor

Due to the fact that they were attending a Regional Conference of their own agency, representatives of the Training Within Industry Division of the Office of Production Management were unable to be present

Others

Myer Freyman, Alternate to Mr. Woodall,
Assistant Employment Security Representative,
Social Security Board

Wirt A. Gill, Regional Economic Analyst,
Social Security Board

Dillard E. Bird, Technical Analyst,
Social Security Board - Regional Office Staff

Herbert Borchardt, Labor Informational
Representative, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The content of such discussion and action taken in regard to these subjects are indicated under each topic.

1. Minutes of First Meeting:

A copy of the minutes of the first meeting had been previously mailed to the members of the committee. On the motion of Mr. Sherman, seconded by Mr. McCarvey, the minutes were approved unanimously.

2. Unfinished Business:

Mr. McCarvey reported on the matter of acceptance of electrical welding trainees for employment by the Betalehem-Fairfield Shipbuilding Company, which had been discussed in the previous meeting. Mr. McCarvey stated that the matter had been taken up with the Vocational Education authorities and also with the authorities of the shipbuilding company. He considered the problem to have arisen mainly from a lack of understanding in that the company had not been familiarized with the operations of the vocational education schools.

Mr. McCarvey was advised by one of the officials of the company that ten trainees had been employed during the week previous and put in vestibule training and that more were to be added. He stated that the test to be applied for prospective employees would necessarily be a simple one, rather than the welding test which is applied by the American Welding Bureau for the purpose of certifying to the competency of experienced welders. The company official suggested that each graduate from the defense training school be given a letter of introduction to him in order that he may be identified at the plant. The company official suggested also that the schools use related material and equipment and that the school should train in electrical welding.

Mr. McCarvey recommended that the Maryland school authorities and the Maryland State Employment Service work out plans for the selection of trainees and for the setting of materials. In further reference to this matter, please note appointment of sub-committee on training made which is indicated later in these minutes. Mr. McCarvey has been advised by the Vocational Education officials in Maryland that the matter of acceptance for employment for electrical welding trainees is progressing satisfactorily, and for this reason Mr. McCarvey felt that the difficulty has been adjusted.

Mr. McCarvey pointed out that the Baltimore shipyards are in great need of welders and indicated that there is need for two training schools for welders; one for white and the other for Negro trainees, both of which should be located near the shipyards. He indicated that training should be given in the following courses: Machine shop, pipe fitting, electrical installation, ship fitting and welding.

Mr. Foston inquired whether Negro trainees were receiving employment in the shipyards. Mr. McCarvey was not certain about this. Mr. Herman pointed out that there are many Negroes on the WPA rolls in Baltimore who are fairly well skilled. Mr. Cheney indicated that there are very few available WPA male youth in Baltimore and raised the question whether training equipment should be brought into existence if workers are not available.

These and other points raised concerning the shortage of workers in the shipbuilding industry made advisable the reading at this time of the "Survey of Shipbuilding Industry in Baltimore, Maryland" which had been prepared by the Maryland Employment Security agency with the assistance of Mr. Gill, Regional Economic Analyst.

In brief, this report indicated that approximately 12,000 additional shipbuilding workers will be needed by January, 1942; that an estimated shortage of 7,000 workers in the shipbuilding industry in Baltimore, might be reduced to 5,000 if age and color specifications are relaxed; that approximately only 500 applicants in the employment office files are suitable and available for training; that shipbuilding training in the Vocational Education Schools in Baltimore has thus far been limited; and that it was unlikely that the Vocational Education training program in Baltimore would graduate more than 2,000 trainees in shipbuilding occupations within the next six months.

Mr. Gill pointed out that the situation presented two problems; namely,

(1) The timing of Vocational Education training with in-service training and

(2) Tieing the two types of training so that all of the training is related.

In order that the committee might effectively approach these problems, Mr. Woodall appointed two sub-committees composed of the following persons to perform the responsibilities indicated:

Sub-Committee to confer with Employing Authorities of Shipbuilding Industries in Baltimore on Relaxation of Specifications for Workers: Mr. Herman, Mr. McAuliffe and Mr. Poston.

Mr. Herman indicated that it would be preferable to have the Director of the Maryland State Employment Service assist this committee in its work.

Sub-Committee to confer with Maryland State Council of Administrators in regard to Training Needs for Shipbuilding Industry: Mr. Woodall, Mr. McGarvey, and Mr. Sherman.

It was agreed that the second sub-committee would await the results of contacts made by the first sub-committee before performing its responsibilities. Mr. Woodall urged that both sub-committees make every effort to complete their work in time to report at the next meeting of the full committee.

In regard to the problem of securing a sufficient number of eligibles for apprenticeship at the Norfolk Navy Yard, which he had discussed at the first meeting, Mr. McAuliffe informed the committee that the Civil Service Commission had been successful in overcoming it. He indicated that examinations of various kinds would for the next six months produce a sufficient supply of eligibles for the Norfolk Navy Yard and the Naval Air Station at Norfolk.

Mr. Woodall then read a preliminary report on labor market problems in Baltimore which concerned defense industries other than aircraft and shipbuilding. He indicated that the final report was in process of preparation and was expected within the next few weeks.

3. Report by Mr. Sherman on Defense Activities of NYA in Region IV:

Mr. Sherman then presented an interesting report concerning the defense and regular activities of the NYA in the States of Maryland, Virginia, North Carolina, West Virginia, and the

District of Columbia which comprise Region IV. In this, he gave data on the various NYA work centers in each State, with breakdowns on number working, number awaiting assignment, sex, color, and types of work being performed. The totals in these States show approximately 23,000 on regular and defense projects, of which approximately 3,500 are on defense projects. Mr. Sherman indicated that the latter figure is constantly increasing. These figures are as of July 23, 1941.

Mr. McCarvey suggested that the NYA shopwork could be tied with the Vocational Education training specifically related to defense work, with part of it pre-employment training. He suggested also that Mr. Sherman and he might discuss this matter further.

Mr. Poston inquired regarding the extent of placement of Negro NYA workers in the South Charleston, W. Va. area. Mr. Sherman expressed the belief that most of the industries in the Charleston area are employing Negro boys and promised to give the committee data on this point.

4. Report by Mr. McCarvey on Defense Activities of Office of Education in Region IV:

Mr. McCarvey furnished a comprehensive report on pre-employment and supplementary training which is under way in the States of Region IV. He explained the financing arrangements for setting up these training courses and for the purchase of necessary equipment. He stated that there has been great expansion in courses in riveting, aviation, sheetmetal and welding. Mr. McCarvey stated also that there is some training of women and that recently courses in light manufacturing for women in Baltimore were established. He indicated further, however, that unfortunately, it has been necessary to discontinue some of these courses because employers have shut down their plants.

Mr. Woodall inquired whether women were being given training in aircraft occupations. Mr. McCarvey stated that courses in riveting had been established for women but none in Baltimore, although such classes could be set up there.

Mr. Herman explained the participation of WPA with the Office of Education in furnishing trainees and indicated that probably over one-third of the total enrollment in pre-employment training consists of WPA workers.

Mr. McCarvey stated that cumulative enrollments in Region IV since July 1, 1940, total 20,572 in pre-employment and 37,373 in supplementary training. Present enrollments in the region are 3,744 in pre-employment and 6,964 in supplementary training.

In connection with the establishment of training courses for women in aircraft occupations, it was considered advisable by the committee that a sub-committee be appointed to work with the Maryland State Council of Administrators in contacting the aircraft industries in that State for the purpose of determining the need for such training. Mr. Woodall assigned this responsibility to the second sub-committee indicated above.

5. Labor Market Report on Selected Industries in Baltimore:

a. Survey of Shipbuilding Industry in Baltimore, Md.
b. Preliminary report on labor market problems in Baltimore. (Reported earlier in these minutes.)

6. Future Labor Market Reports:

Mr. Gill indicated that the following labor market studies would be made in the near future:

a. Resurvey of Morgantown, West Virginia area.
b. Resurvey of Hagerstown, Md. area.
c. Follow-up on preliminary survey of Baltimore, Md.
d. Glenn L. Martin Aircraft Company, Baltimore, Md.
e. Explosive Manufacturing Industry in Alaton, Md.
f. Marine bases on North Carolina coast.

In connection with the last-named study, Mr. Herman stated that there are 25,000 people working on the WPA in North Carolina and that the State Director of Training and Reemployment of the WPA should be asked for information in connection with the development of this survey.

7. New Problems:

a. Mr. Woodall distributed to the committee members copies of the proposed policy of the National Labor Supply Committee of the Office of Production Management on "Negotiated Transfers of Skilled Workers from Non-Defense to Defense Employment". This preliminary draft was read to and thoroughly discussed by the committee. There was considerable discussion especially on sections (5) (a) (i) and (5) (f) (i). Mr. Herman particularly questioned the practical value of these two sections. A copy of the comments and suggestions of the committee on the entire proposed policy is attached.

b. Mr. Woodall read a memorandum from the Bureau of Employment Security, dated August 1, 1941, in which he had been advised that Colonel McSherry had recommended the establishment of certain types

of training courses for Negroes in Baltimore. Mr. McCarvey stated that he would check up on this matter to determine whether these courses have been started.

c. Mr. Woodall advised the Committee that employing authorities of the Glenn L. Martin Company were contacting directly the Vocational Education official in Bristol, Virginia for trainees to employ at that plant. He pointed out that this labor recruitment practice was inconsistent with the labor recruitment policy advocated by the Office of Production Management. Mr. Woodall stated further that he had communicated with the Employment Service officials of Maryland and Virginia and suggested certain simultaneous action by them as one means of eliminating this practice. He requested Mr. McCarvey to contact the State Vocational Education officials at Richmond for the purpose of having the local Vocational Education official at Bristol discontinue direct negotiations with the Glenn L. Martin Company. Mr. McCarvey stated that he would do this.

5. Invitations to Consultants:

Mr. Woodall asked Committee members whether invitations should be extended to representatives of other Government agencies, the correlation of whose activities with the purpose and objectives of the Regional Labor Supply Committee might be desirable, to be present at future meetings as consultants. He gave as examples, representatives of the Priorities Division of OPM, and of the War and Navy Departments. The Committee was agreeable to this suggestion.

6. Plans for Future Meetings:

Mr. Woodall explained that it was the desire of the Office of Production Management that meetings of the Committee be held at least every two weeks. A majority of the Committee felt that Monday would be a preferable day for meetings. It was therefore agreed that the next meeting of the Committee would be held on Monday, August 18. Mr. Woodall pointed out that it was the responsibility of each Committee member to assist him in developing the agenda for the meetings and requested the members to submit, by August 14, suggested subjects for consideration and discussion at the next meeting.

There being no further business before the Committee, the meeting was adjourned.

# MINUTES

## LABOR SUPPLY COMMITTEE, REGION IV

Meeting of August 18, 1941
Washington D. C.

Those attending:

### Members and Alternates

James H. Woodall, Acting Chairman

George G. Arthur, Training Within Industry Representative

Dr. Mary H. S. Hayes, Director, Division of Youth Personnel, National Youth Administration

Justin Herman, Chief of Reemployment Section, Work Projects Administration

Maurice J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission

G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office Education

Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management

Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics, U. S. Department of Labor

C. R. Hook, Jr., Training Within Industry Representative (Alternate for Mr. Arthur on Committee)

Lane C. Ash, Special Representative, U. S. Office of Education, (Attended afternoon session of meeting as alternate for Mr. McGarvey.)

Myer Freyman, Alternate for Mr. Woodall, Assistant Employment Security Representative, Social Security Board

### Invitees

Wirt A. Gill, Regional Economic Analyst, Social Security Board

W. S. Oglesby, Assistant Employment Security Representative, Social Security Board

Dillard E. Bird, Technical Analyst, Social Security Board - Regional Office Staff

Herbert Borchardt, Regional Labor Informational Representative, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The content of such discussion and action taken in regard to these subjects are indicated under each topic.

1. Minutes of Second Meeting:

A copy of the minutes of the second meeting had been previously mailed to and received by the members of the committee. On the motion of Mr. McAuliffe, seconded by Mr. Snavely, the minutes were approved unanimously.

2. Unfinished Business:

(a) Mr. Herman, Chairman of the subcommittee on the relaxation of specifications for workers in the shipbuilding industry in Baltimore, Maryland, submitted an interim report. The subcommittee, accompanied by Mr. D.L.B. Fringer, Director, Maryland State Employment Service and Mr. Milford M. Davis, Director of Employment for the Work Projects Administration in Maryland, had conferred with Mr. William C. Reynolds, Production Manager of Bethlehem-Fairfield Shipyards, Incorporated, in Baltimore concerning this matter on August 12. Mr. Reynolds presented the following facts:

(1) Approximately 5600 additional men would be employed by the company by January 1942.

(2) The Employment Service is being used as one medium for securing trainees for the company's in-service training program.

(3) Gate hiring is providing a sufficient supply of unskilled workers and an additional source of trainees for in-service training.

(4) The company recognizes that there is a shortage of skilled labor qualified to perform shipbuilding operations.

(5) There is no age limit on skilled workers, and in-service trainees up to 40 years of age will be taken.

(6) Under certain circumstances, skilled workers with physical handicaps will be accepted.

(7) The community custom in employing Negroes in service jobs only is followed. The company will not deviate from this until all shipyard employers in Baltimore concur in such a decision.

Mr. Reynolds and the subcommittee agreed that a conference with the company's personnel manager would be advisable. On the basis of developments at the first conference, the subcommittee recommended that the questions of training needs and relaxation of specifications be handled at one time with the company officials.

There was thorough and prolonged discussion on the subcommittee's report and the problems involved. Following are some of the points brought up during this discussion:

(1) A subcontractor at Bethlehem-Fairfield Company is employing Negroes in other than service jobs. To a certain extent Negroes are being used in other shipbuilding operations in Baltimore in other than service jobs.

(2) A report of the subcommittee's work has been made to the President's Committee on Fair-Employment Practice by Mr. Poston. The secretary of that committee is contacting Navy Department officials in an effort to have color specification relaxed in the shipbuilding industries in Baltimore.

(3) Mr. Poston indicated it would be necessary for him to continue to make individual contacts to the shipbuilding plants in Baltimore.

(4) Because of the color and other problems involved and the intimate familiarity of local people with such problems, the establishment of a local labor supply committee in Baltimore, composed of representatives of all agencies and interests concerned, including Negroes, management and labor, should be considered.

(5) The magnitude of the defense job in Baltimore warrants the establishment of such a committee.

(6) To achieve better results, adequate representation and active participation by management and labor on such a committee is important.

On a motion by Mr. Hook, seconded by Mr Herman, and carried without a dissenting vote, it was agreed that Mr. Hook should have a local group in Baltimore, composed of the agencies and interests named above, prepare and submit to the Regional Labor Supply Committee recommendations on the formation of a local labor supply committee to cooperate with the Regional Labor Supply Committee in handling the problems of labor supply shortage in the defense industries in the Baltimore area. This recommendation would propose the type of representation and functions to be performed by such a local committee. Mr. Woodall urged that the recommendation be submitted at the next meeting of the Regional Labor Supply Committee. The understanding is that (1) it will be tentatively reviewed and considered by the regional committee in relation to the objectives and policies of the Labor Supply Branch of the Office of Production Management; (2) determination would be reached regarding the formation of such a local committee; and (3) plans would be developed for coordinating its program with that of the Regional Labor Supply Committee.

(b) Mr. Hook submitted a report of a spot check that had been made of applicants at the gate of the Rustless Iron and Steel Company from July 22 to August 13 for the purpose of determining the percentage of these applicants who were registered at the Employment Service and who had migrated to Baltimore. Generally, this check revealed that approximately one-third of the applicants were from out of State, that 51% of the Maryland applicants were registered with the Maryland Employment Service, and that 23% of the out of State applicants were registered with the Employment Service.

(Acting Chairman's note: The percentage of local applicants registered indicates the need for still further intensive activity by the Employment Service in recruiting local applicants for defense jobs. Suggestions in this direction are being made to the State agency.)

This spot-check was the result of an assignment given to Mr. Hook at the first meeting of the committee, the objective being to have similar studies made at the Glenn L. Martin Aircraft Company and other defense plants in Baltimore, if the results proved beneficial. Mr. Woodall requested Mr. Hook to effect arrangements for conducting similar spot-checks at this time at the other plants.

A point was raised that if isolated or minority groups make use for their own purposes of information revealed in these spot-checks, employers might not be willing for such studies to be made. Mr. Woodall stressed the fact that any information of this kind secured through the efforts of the Labor Supply Committee was for the use of the Labor Supply Committee and the Office of Production Management. It was agreed that further studies of this kind could be one of the functions of the local labor supply committee, which is being considered for Baltimore.

(C) In the absence of Mr. McGarvey, Mr. Ash reported on contact made by the Office of Education with State Vocational Education Authorities in Virginia regarding direct negotiations by the local Vocational Education office in Bristol with officials of the Glenn L. Martin Company. This assignment was given at the previous meeting. Due to the fact that additional information was needed to complete the report, Mr. Ash agreed to secure such information. Mr. Woodall reported that the Virginia and Maryland State Employment Services had completed their assignments in this matter.

3. Activities of Training Within Industry Representative for North Carolina and Virginia:

Mr. Arthur briefly outlined his functions as Training Within Industry representative and described principally the excellent in-service program of the Newport News Shipbuilding and Drydock Company. He pointed out that out of a total of 17,000 workers, approximately 5,000 are Negroes and a number of these are on skilled jobs. Mr. Preston suggested that detailed information on the use of Negroes by the Newport News Shipbuilding and Drydock Company might be helpful in regard to labor supply problems in other shipbuilding areas in the region. Mr. Arthur stated that he would try to get this information.

4. Activities of Training Within Industry Representative for Maryland:

Mr. Hook stated that he had recently been appointed and was just getting his work under way. He stated that his appointment of two management and two labor advisers has already been approved.

5. Labor Market Reports:

(a) The Regional Economic Analyst read the summary of a re-survey of the Morgantown, West Virginia, area, which had just been completed. This report indicated that the du Pont Company had entered into an agreement with the unions under which all construction workers hired on the job after the date of the agreement would be union workers. There is an immediate need for 100 high pressure pipe welders. Inasmuch as there were no local representatives of the union present, it was not possible to determine definitely whether the unions would be able to meet this need.

Officials of the company reported a number of pipe welders previously referred by the unions could not pass the required welding test.

The committee considered it advisable that the Chief of the Labor Supply Branch be requested to name the representative for labor on the Regional Labor Supply Committee at the earliest possible date.

(Acting Chairman's note: August 19, the West Virginia Employment Service was requested to offer its services still further to the unions at Morgantown, specifically in regard to the recruitment of the pipe welders needed, and to notify Mr. Woodall of the result.)

(b) The Regional Economic Analyst also read a report covering a labor survey of the Bendix Radio Corporation, which operates one plant in Baltimore and another in Towson, Maryland. This report indicated that both the company and the State Employment Service feel there will be no problem in securing the labor needed by this company. In this respect, however, the report indicated that 60 people have been secured by the State Employment Service for a second training class in courses related to occupations at this plant but that the second class has not been started because an instructor cannot be found. Mr. Ash agreed to look into this matter.

6. New Business:

(a) Mr. Woodall discussed the letter recently received from Mr. Flemming on the critical shortage of tool and die makers. The committee felt that the following sentence in this letter was not entirely clear and asked that further clarification of it be requested:

> "A check should be made immediately on the utilization of training-within-industry and upgrading to the end of increasing the supply of workers available in the tool and die making occupations for defense plants."

In this connection, Mr. Hook pointed out that reports are submitted by Training Within Industry representatives each week to the Office of Production Management on training withing industry and upgrading.

Mr. Woodall stated that he would request the State Employment Services to report on the labor market situation and recruiting activities in the tool and die making occupations by September 1.

It was the feeling of the Training Withing Industry representatives that, because of the particular skills involved in the jobs, tool and die makers cannot be secured through upgrading. The question whether all men in these classifications are working in defense jobs was raised. In this connection, Mr. Hook referred to a questionnaire recently distributed in California to workers in plants, which revealed that many men were qualified to do jobs of higher skill than the ones they were filling. He suggested that a copy of this California report be secured from the Chief of the Labor Supply Branch and that the local labor supply committee, which is being considered for Baltimore, could determine what employers should be asked to distribute such a questionnaire to their workers. The committee agreed that a copy of the California report should be secured.

(b) Mr. Woodall had received an informal report that there would be a serious shortage of women workers for the Hercules Company Bagloading Plant at Dublin, Virginia, which is expected to begin production about October 1. This matter has been investigated and the report given on it at the meeting indicated that there was no serious shortage of women workers, but that there was an anticipated shortage of men workers in semi-skilled and unskilled occupations.

The company has immediate need for several sewing machanics and insists that these be secured by transfer from nearby industries with the agreement of such industries, rather than through clearance. This insistence is predicated on the fact that the Hercules Company feels it has been thoroughly cooperative with nearby industries, by following a strict policy of not hiring any semi-skilled or unskilled workers employed in such industries. All of such types of workers are being secured through the Employment Service and must be unemployed.

The question was raised whether the committee, on the basis of this case, would want to suggest to the Labor Division of the Office of Production Management that transfers of workers from non-defense to defense industries be effected without first resorting to clearance. Inasmuch as the Virginia State Employment Service has already been able to secure, by agreement with nearby non-defense industries, the transfer of supervisory and technical women workers to the Bagloading Plant, it was agreed that that agency first endeavor to secure by negotiation the transfer of sewing machine mechanics to the Hercules Company. A report on this is expected from the Virginia agency before the next committee meeting.

7. Attendance at Next Meeting:

It was agreed that Mr. Fringer, Director of the Maryland State Employment Service and, if advisable, other Employment Service Directors, in the region, should be invited to the next meeting. At this point, the committee requested again that the Chief of the Labor Supply Branch be urged to make the appointments of management and labor representatives to the Regional Labor Supply Committee and have them present at the next meeting.

8. Itineraries:

Mr. Woodall asked the committee members if they would submit in advance itineraries for each week. The committee members agreed to do this.

9. Date of Next Meeting:

After discussion, it was decided that the next meeting date would be September 3. Mr. Woodall again asked committee members to submit suggested topics for consideration.

There being no further business before the committee, the meeting was adjourned.

WOMEN'S BUREAU
SEP 27 1941
DEPARTMENT OF LABOR

CONFIDENTIAL

MINUTES OF FOURTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)

September 3, 1941

Those attending:

Members

James H. Woodall, Acting Chairman
Frank T. de Vyver, Bureau of Labor Statistics (Alternate for Tipton R. Snavely)
Justin Herman, Chief of Reemployment Section, Work Projects Administration
C. R. Hock, Jr., Training Within Industry Representative (Alternate for George G. Arthur)
M. J. McAuliff, Manager, Fourth District, U. S. Civil Service Commission
G. A. McCarvey, Agent for Trade and Industrial Education, U. S. Office of Education
C. A. Mitzel, Labor Representative
Leonard C. Gulliwaite, Representative of Minority Group, Office of Production Management
Theodore R. Reuter, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
LeRoy Sherman, Chief, Inventories and Placement Section, Division of Youth Personnel, National Youth Administration (Alternate for Dr. Mary E. S. Hayes)

Others

James B. Roscoll, Assistant Chief, Labor Supply Branch, Office of Production Management
Ambal Cleary, Sr., Apprenticeship Standards Examiner, Bureau of Labor Standards, U. S. Department of Labor (Attended in lieu of Mr. William J. Moore and Mr. Arthur J. Schoenthal, alternate for Mr. Moore.)
Alex Fleisher, National Resources Planning Board
D. L. B. Fringer, Director, Maryland State Employment Service.
E. G. Ludtke, Office of Education (Alternate for G. A. McCarvey)
Mrs. L. M. Matthews, Regional Informational Representative, Social Security Board
Herbert Borchardt, Regional Labor Information Representative, Social Security Board
Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for James H. Woodall)
Mark A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The content of such discussion and action taken in regard to those subjects are indicated under each topic.

1. Minutes of Third Meeting:

A copy of the minutes of the third meeting had been previously mailed to and received by the members of the committee. On the motion of Mr. McAuliffe, seconded by Dr. de Vyver, the minutes were approved unanimously.

2. Talk by James D. Rossell:

Mr. Woodall requested Mr. Rossell to speak on the functions of the assistants to the Chief of the Labor Supply Branch of the Office of Production Management in relation to the Regional Labor Supply Committees. Mr. Rossell explained that the assistants who are traveling members of the Labor Supply Branch perform a coordinating job under which they get ideas and questions into focus possible while they are in the field and acquaint each Regional Labor Supply Committee with what is being done in other regions. The central office correlates those ideas which come from the operating groups. Mr. Rossell stated also that Mr. Fleming is interested in attending to the lowest level possible, full authority is put in committees working from the regional committee.

3. Talk by Leonard C. Outhwaite:

Mr. Woodall named Mr. Outhwaite to speak on his work as Representative of the Minority Groups Unit of the Office of Production Management.

Mr. Outhwaite explained that his group was faced with difficult problems by virtue of the fact that employers in American industry have, through the course of years built up personnel selection practices which are predicated on race, creed, color, religion and ancestry, and which are extraneous to the ability of the individuals to perform jobs. Mr. Outhwaite stated that appeals by the Office of Production Management to all manufacturers holding defense contracts urging them to relinquish these special qualifications were followed by the Executive Order of the President on the subject of discrimination. He indicated that the Minority Groups Unit submits reports to the Committee on Fair Employment Practices created by the President and that that Committee is preparing to hold regional conferences in cases where large groups of people are affected by discriminatory practices. The Committee reports directly to the President the results of the hearings. The Minority Groups Unit is continuing to maintain contact with large employers and endeavoring to have them change practices before the case is referred to the Committee on Fair Employment Practices.

Mr. Outhwaite pointed out that the two most serious aspects of the problem are: (1) irrational utilization of labor supply and (2) effect and morale of technically qualified citizens in the minority groups. He stated also that the law regarding employment of aliens in aircraft manufacturing plants had been over-interpreted.

He indicated that considerable progress in the problem of minority groups has been made on the East and West Coasts in the ship-building, aircraft and engine manufacturing industries.

Mr. Outhwaite informed the Committee that since June 27, a clause in Army and Navy contracts requires the employer to exercise fair discretion in employment to all groups as long as technical qualifications are satisfactory. He also advised that in regard to evidences of birth, the Army and Navy will accept such as hospital and church records in the absence of birth certificates.

4. Reports by D. L. B. Fringer:

Mr. Fringer read a complete report on the explosives industry in Elkton, Maryland, which indicated that of 3100 additional workers to be needed, only 600 are estimated to be available locally. In addition, the plants are concerned about the housing situation in that area.

Mr. Fringer stated that he was concerned about the labor supply, but saw no point in determining what labor is available now. He felt it was important to determine that at the time the additional labor is needed. The additional workers will be required weekly between the present time and December 31, 1941. Entirely unskilled workers are needed.

In reply to an inquiry by Mr. Poston, Mr. Fringer stated that the companies have been asked if they would accept negroes and they said they would not at the present time. Mr. Fringer felt that the employment of negroes would not ease the situation materially because there were not many negroes in the area, but expressed the opinion that the companies would not strongly oppose the use of these workers when the labor need really develops. The committee requested Mr. Poston to survey the supply of negroes in Elkton and report at the next meeting.

Mr. Woodall stated that he had requested the Assistant Regional Coordinator on Health, Welfare and related Defense activities to prepare a report on the housing situation in Elkton and that it would be ready for the next meeting.

Mr. Fringer then gave a report on the use of women in defense occupations in Maryland. He stated that efforts have been made in the way of discussion but not in the way of persuasion and that the situation

has been discussed with employers in industries where it appears women can be utilized effectively. He felt that considerable progress, even in Baltimore, is being made and pointed out that the Glenn L. Martin Company is giving serious consideration to the employment of women. Six women have been employed in the finishing department of that plant, in the nature of an experiment.

In order that it may approach more completely the utilization of women in defense occupations, the Committee requested Mr. McGarvey to invite to its next meeting, the women representative of the Office of Education, who has made a study of this subject, and also Mr. Hambrook of the Office of Education, who has studied in England the utilization of women in industries.

Mr. Pringer then reported on the re-survey of the Hagerstown area and stated that no difficulty was anticipated in meeting the labor demands there. 200 of the 700 additional workers needed are expected to be women.

Mr. Pringer next discussed the can manufacturing industry in Baltimore. A temporary lay-off of workers is expected soon in this industry. A majority of those to be released will be women. However, these are a low-type of semi-skilled workers and there is a surplus of female workers in Baltimore.

Mr. Pringer was questioned regarding the shortage of tool and die makers in Maryland and the recruiting activities of the State Employment Service to help solve the problem. He felt that Maryland is no different from other parts of the country in that these workers are needed very badly, and the Employment Service can't find them. He indicated that transfer of such workers from non-defense to defense industries might be feasible if worked out on a very careful basis.

Mr. Gill pointed out that the demand for such workers in defense plants in Baltimore is 460 and the number employed in non-defense plants is 137. Mr. Rossell suggested that the TWI representative and Occupational Analyst work as a team with the production engineer of a plant in studying the matter of breaking down the tool maker's job.

5. Unfinished Business

(a) Mr. McGarvey stated that he had learned from Mr. Stodel, Maryland State Director of Vocational Education, that the matter of furnishing an additional instructor for attaining course for Bendix, had been taken care of. Mr. McGarvey stated also that the Bendix Company doesn't know exactly what work it wants people to train for.

(b) In regard to the committee's request for clarification of the sentence in Flemming's letter on tool and die makers, Mr. Woodall

reported he had been advised by Mr. Flemming that a check was desired to determine the additional use of up-grading in defense industries which could be made to meet the shortage in these occupations.

(a) Mr. Freyman reported on information requested by Flemming on the labor market situation and recruiting activities for tool and die making occupations. The information received covered firms not engaged wholly in defense work, and briefly indicated the following:

| State | No. Firms Listed | No. of Present Employees in Occupations Specified |
|---|---|---|
| Maryland | 34 | 147 |
| North Carolina | Not given | 100 |
| Virginia | 17 | 62 |
| West Virginia | 37 | 372 |

The Maryland and Virginia Employment Services have utilized the radio and newspapers along with other media for recruitment purposes. In North Carolina, training courses are being conducted to meet the needs of two firms. The West Virginia report gave no information on recruiting activities.

At this point, the committee discussed the statement in Mr. Flemming's letter of August 9, 1941, that, in connection with the shortage of tool and die makers, the proposed policy for the transfer of workers from non-defense to defense employment should be tested. Mr. Mook felt the procedure should not yet be tested because none of the other methods to meet the shortage have been attempted, except clearance. He expressed the opinion that the Office of Production Management has no desire to carry out specific negotiated transfers until other methods have been tried and failed.

The committee concluded that the TWI representative for Charleston, West Virginia should be requested to contact the plant engineer for the General Machinery Ordnance Company at South Charleston for the purpose of determining what additional use could be made of job breakdown and up-grading to meet the company's need for toolmakers and that the TWI representative for North Carolina should be requested to make similar contacts with the Edwards Company at Sanford and the Wright Automatic Tobacco Packing Machine Company at Durham. In regard to like contacts in Baltimore and the plant studies previously suggested by Mr. Rossell, Mr. Mook stated he did not see how this could be discussed until the matter of establishing a local labor supply committee for Baltimore had been considered. Mr. Mitzel indicated that the unions might be able to make suggestions or even to supply men needed. Mr. Rossell stated that before transfers could be made, a census should be performed and then negotiations with employers and labor should follow. Mr. Mitzel

understood that National representatives of both unions were to meet in districts and set up committees for the purpose of taking care of the labor situation insofar as seniority and transfer from non-essential industries to essential industries are concerned and to get an agreement between the various unions and management as to how these men would be handled. He stated that representatives of A. F. of L. and C. I. O. in the Office of Production Management were going to Baltimore to set up a committee for that purpose. Mr. Outhwaite inquired whether the utilization of the Defense Contract Service as a method of meeting the tool and die maker shortage through sub-contracting had been proposed. Mr. Woodal stated that he hoped to have a representative of the Defense Contract Service at the next meeting so that the matter could be discussed with him.

(d) Mr. Freyman reported that the problem of furnishing sewing machine mechanics to the Hercules Bagloading Company at Dublin, Virginia, has been settled. The Employment Service has furnished the workers needed and the company official has admitted he was in error in entering a complaint and in insisting that such mechanics be furnished the company by negotiated transfers.

(e) Mr. Gill reported that the West Virginia Employment Service had offered its assistance to the union at Morgantown in securing pipe welders and that a cooperative arrangement had been made whereby the union representative in Roanoke would interview pipe welders to be laid off at Radford and referred to him by the Virginia Employment Service to see if they are suitable for work at Morgantown. The officials hope this will meet the demand.

(f) Mr. Hook agreed to take up with the Association of Personnel Managers in Baltimore at their next meeting, the installation at other plants of spot checks similar to the one made at the Rustless Iron and Steel Company.

(g) Mr. McGarvey agreed to have at the next meeting a report on training courses for negroes in Baltimore.

(h) Mr. Woodall stated that Mr. Flemming indicated he would make available at the next meeting a copy of the California report on questionnaires distributed to plant workers.

(i) Mr. Hook submitted recommendations which the committee, at the previous meeting, had requested to be developed for the formation of a local labor supply committee in Baltimore. He advised that the recommendation were developed by the State Council of Administrators, employers in the shipbuilding industries and the Glenn L. Martin Company, other interested parties and himself.

Before discussion of the recommednations, Mr. Woodall asked Mr. Rossell if he would express his views as to the attitude of the Office of Production Management regarding such a committee. Mr. Rossell stated the only sub-committee he knew of has been one given specific tasks - as an action committee under direct supervision of the Regional Labor Supply Committee - to perform certain specified acts. It has been taking such action and reporting to the committee. He added that no standing committee have been set up and that the feasibility of establishing them is being discussed at the Labor Supply Branch. No definite conclusions have as yet been drawn.

Mr. Rossell explained that a committee functioning in Detroit, on a special job, is composed of the Regional Labor Supply Officer, State Employment Service Director, local employment manager, representatives of management and labor, and a man empowered to speak for constituent agencies of the Labor Supply Branch. The Regional Labor Supply Officer is present at the meetings and matters are handled then. Mr. Rossell expressed the personal opinion that the National Labor Supply Committee would not object to the State Committee if a member of the Regional Committee serves with it and reports to the Regional Committee. The State Committee should be subordinate to and report to the Regional Committee.

Mr. Hook explained that the management and labor advisors on the State Committee would be those persons representing these groups on the Regional Committee. Mr. Mitzel is a Baltimore resident and Mr. Hook stated he understood the management representative on the Regional Committee would also be a Baltimore resident.

The recommendations submitted by Mr. Hook are as follows:

August 30, 1941

RECOMMENDATIONS FOR THE FORMATION OF A STATE LABOR SUPPLY COMMITTEE IN MARYLAND

WHEREAS, the Baltimore Metropolitan Area comprises one of the critical defense areas in the nation, and,

WHEREAS, the question of labor supply in this area is daily becoming more acute, and,

WHEREAS, representatives of this area may be presumed to be familiar with the local situation,

IT IS RECOMMENDED, that a State Labor Supply Committee be formed in Maryland at the state level and that this committee be composed of the agencies and interests represented on the Regional Labor Supply Committee

including a management and a labor representative, and in addition a representative of the Defense Contract Service, a representative of the Priority Branch, Labor Division of the Office of Production Management, a representative of the Governor's Council of Defense and Resources, and a public relations advisor.

IT IS FURTHER RECOMMENDED, that the responsibilities of the State Labor Supply Committee shall include the following:

1) The objectives of the committee shall be in general the same as those outlined in Labor Supply Branch Circular #2 issued July 9, 1941, by the Labor Division of the Office of Production Management.

2) The responsibilities of the committee shall be similar to the responsibilities outlined in Labor Supply Branch Circular #3 issued July 9, 1941, by the Labor Division of the Office of Production Management.

3) The relationship of the State Labor Supply Committee to the Regional Labor Supply Committee shall be the same as the relationship of the Regional Labor Supply Committee to the National Labor Supply Committee.

4) It shall be understood that members of the State Labor Supply Committee shall act on the committee as individuals and that their actions shall in no way bind the organization represented by them.

5) The State Labor Supply Committee shall attempt to solve all local labor supply problems before forwarding those problems to the Regional Labor Supply Committee.

6) The State Labor Supply Committee shall be responsible for all contacts with Maryland employers. All questions regarding Maryland employers, raised by the National and Regional Labor Supply Committees shall be raised through the State Labor Supply Committee rather than directly with employers.

7) All information in the possession of the Regional Labor Supply Committee and in the possession of the National Labor Supply Committee, which would be useful or beneficial to the State Labor Supply Committee, shall be made available to the latter committee.

8) The Acting Chairman of the Committee shall be the Director of the Maryland State Employment Service.

9) The Acting Chairman shall make assignments to committee members on the basis of their qualifications for helpfulness in specific situations.

There was considerable and prolonged discussion of the recommendations. The principal points of discussion were:

(a) Whether the public relations advisor should be a reporter from the local press or a representative from a governmental agency.

(b) Whether the acting chairman of the State Committee should be a member of the Regional Committee.

In regard to (a), there was expression that a newspaper reporter might publicize matters which should not be circulated. In regard to (b), Mr. Poston urged that a member of the Regional Committee should be the acting chairman of the State Committee. Mr. Woodall stated that he interpreted the purpose of Mr. Poston's point to be that of assuring proper coordination and correlation between the two committees. Mr. Hook stressed that the acting chairman should be a Baltimore resident. Mr. Woodall replied that Mr. Hook and he were both Baltimore residents. Mr. Poston also stated that the entire proposal seemed not at all similar to the proposal discussed at the previous meeting and that some of the recommendations took the State Committee out of the jurisdiction of the Regional Committee.

The recommendations for the formation of a Maryland State Labor Supply Committee were adopted by a majority of the committee with the following changes:

(1) First paragraph - Change "Baltimore Metropolitan Area" to read "State of Maryland including the Baltimore Metropolitan Area".

(2) The public relations advisor should be a representative of the Informational Service of the Social Security Board.

(3) The representatives of the State Committee will be selected by the Regional Committee, each agency selecting its constituent member, and all selections are to be approved by the Regional Committee.

(4) A representative of the Regional Committee will serve at all times with the State Committee.

(5) Combine paragraphs No. 1) and 2) and revise them to read as follows: "The policies of the committee relating to the supplying of labor for the Defense Program and the objectives and the responsibilities of the committee shall be in general the same as those outlined in Labor Supply Branch Circulars #1, 2 and 3 respectively, issued July 1, 9 and , 1941, by the Labor Division of the Office of Production Management."

(6) Change paragraph No. 5) to read as follows: "The State labor supply committee shall have authority to consider and decide all local labor supply problems and where such problems cannot be solved shall refer the matter to the Regional Labor Supply Committee".

(7) Delete first sentence of paragraph No. 6) and have remainder read as follows: "Questions regarding Maryland employers, raised by the National and Regional Labor Supply Committees, shall be referred for solution to the State Labor Supply Committee rather than directly to employers".

(8) Change paragraph No. 7) to read as follows: "There shall be full interchange of information between the Regional State Labor Supply Committees".

(9) Add the following new paragraph: "The Acting Chairman shall have the authority to call other representative and responsible persons to serve as consultants to the committee in solving special problems".

Before the vote on adoption, Mr. Woodall asked Mr. Rossell whether the Regional Committee's action would require the approval of the National Labor Supply Committee. Mr. Rossell advised the committee to go ahead and vote on the matter and advise the National Committee of what had been done and if they didn't like it, they would inform the Regional Committee. He stated it was strictly within the province of the Regional Committee to take this action and then advise the National Committee of it.

The committee members were requested to submit their selections for their constituent agencies' representation on the State Committee before the next meeting.

6. Report by Wirt A. Gill

Mr. Gill reported on the silk industry in North Carolina. He indicated that there were little prospects of the sub-marginal workers and learners laid off being placed in other jobs, and that the layoffs would be heavier if an equitable distribution of nylon and rayon among the various plants were not arranged.

The committee agreed that the Office of Production Management should be asked to look into the problem of setting up a mechanism for rationing rayon and nylon to ameliorate unemployment in the hosiery industry.

The committee agreed that another report by Mr. Gill which dealt with the difficulty of securing information from the commanding authority of one of the North Carolina marine bases on the labor demands for construction, should be referred to the Bureau of Employment Security.

Mr. Gill's next report concerned the Fairmont Aluminum Company in Fairmont, West Virginia, which according to confidential information, has had to curtail operations because of material shortage and is now operating at 50 per cent of capacity. The plant cannot manufacture anything but sheet aluminum. The report indicated also a need for further diffusion of Defense contracts to localities where skilled workers reside and have home ties. The committee agreed that the report should go to the Priorities and Defense Contract Services of the Office of Production Management for their recommendations.

Mr. Woodall announced that the next meeting would be held on September 15. There being no further business before the committee the meeting adjourned.

8454

Labor Supply Branch Circular #6

Issued:
September 4, 1941

ORGANIZATION AND PROCEDURE
FOR
REEMPLOYMENT OF DISPLACED WORKERS

In order that all the labor and productive resources of the country may be utilized to the fullest extent possible in the Nation's defense effort, all energies will be directed toward the assurance of continued employment of workers and plant capacity which are threatened with dislocation as a result of the imposition of priorities on basic raw materials and the curtailment of civilian production. The Office of Production Management has established Defense Industry Advisory Committees and Defense Labor Advisory Committees for certain commodities and industries. Other such committees will, no doubt, be established in the future. In order that there may be a complete understanding on the part of all interested in these problems, and that there be a pooling of common information, the maximum use of these groups should be made in solving these problems. The facilities of labor and management, including the above committees and their regional, state or local counterparts and government agencies, will be utilized through the allocation of defense contracts and subcontracts to critically affected areas, through the retraining or additional training of workers for defense occupations, and through the transfer of workers to defense jobs.

In achieving this objective the Labor Supply Committee, Labor Division, Office of Production Management, has assigned to constituent and cooperating agencies the following responsibilities:

Each constituent agency in Washington will immediately notify the Executive Secretary of the Labor Supply Branch of the impending or actual displacement or dislocation of workers resulting from priorities or other reasons. The Executive Secretary will promptly inform agencies concerned of this probable or actual dislocation of labor.

PRIORITIES BRANCH will cooperate with the Defense Contract Service of OPM in locating the critical areas, and will recommend places and plants where additional defense contracts or subcontracts are needed to alleviate a severe displacement problem, and will attempt to get additional defense production allocated to such areas.

LABOR RELATIONS BRANCH will work with representatives of organized labor in meeting displacement problems which involve seniority both in the lay-off procedure and in making agreements for rehiring; and will assist in developing their cooperation and participation in registration and reemployment through the Employment Service, adjustments in connection with the transfer of workers from the jurisdiction of one union to another union and any other problems in which trade union policies, procedures or structures are involved.

DEFENSE TRAINING will secure the establishment of special training courses for those workers requiring retraining or additional training to prepare them for employment in defense occupations.

TRAINING WITHIN INDUSTRY will encourage industry to take the initiative in and responsibility for developing training on the job within its own plant in order to shorten time of adapting replaced workers to the new job.

UNITED STATES EMPLOYMENT SERVICE will secure adequate information about displaced workers necessary for their reemployment, and will effect the transfer of such displaced workers into defense jobs or to defense training as indicated.

ACTING CHAIRMAN OF REGIONAL LABOR SUPPLY COMMITTEE

A. Will obtain through the State Employment Services full information about the whole local displacement problem including local labor market conditions and will secure the registration of workers and their transfer to defense jobs.

B. Will arrange for the management representative to assume the responsibility for working with employer and management groups to assure their active participation in and support of the reemployment efforts.

C. Will arrange for the labor representative to assume the responsibility for securing the full cooperation and participation of leaders of organized labor in working out the details of reemployment.

D. Will arrange for the Defense Training representative to assume the responsibility for securing the cooperation of the State Board of Vocational Education, the local Board of Education, NYA, WPA, or other officials, to the end that all facilities will be made available for any necessary special training classes.

E. Will inform the Executive Secretary of the Labor Supply Branch the results of the reemployment effort, and will make suggestions and recommendations as to further action.

SELECTIVE SERVICE

The Executive Secretary will inform the Selective Service System regarding workers who should be allowed to retain a deferred classification that they may have by virtue of their present occupation and by the skills needed in the capacity to which workers will be transferred.

WOMEN'S BUREAU
DEPARTMENT OF LABOR

CONFIDENTIAL

MINUTES OF FIFTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE ( REGION IV )

September 15, 1941

Those attending:

Members

Myer Freyman, Acting Chariman (Alternate for James H. Woodall)
Frank T. de Vyver, Bureau of Labor Statistics (Alternate for Tipton R. Snavely)
Justin Herman, Chief of Reemployment Section, Work Projects Administration
C. R. Hook, Jr., Training Within Industry Representative (Alternate for George G. Arthur)
George G. Arthur, Training Within Industry Representative
G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office of Education
C. W. Mitzel, Labor Representative
Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
Thomas D. Dunn, Assistant District Manager, Civil Service Commission (Alternate for M. J. McAuliffe).

Others

Alec Fleisher, National Resources Planning Board
Herbert Borchardt, Regional Labor Information Representative, Social Security Board
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
A. C. Carey, Chief, West Virginia State Employment Service
Miss Louise Moore, Specialist in Work for Women and Girls, Office of Education
Dr. Robert W. Hambrook, Sr., Specialist in Industrial Education, Office of Education
Mr. Graham Martin, Assistant Regional Coordinator of Health, Welfare, and Related Defense Activities
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board

The subjects number below represent the topics discussed at the meeting. The content of such discussion and action taken in regard to these subjects are indicated under each topic.

1. Minutes of Fourth Meeting:

A copy of the minutes of the fourth meeting had been previously mailed to and received by the members of the committee. On the motion of Mr. Herman, seconded by Mr. Poston, the minutes were approved unanimously.

2. Talks by Miss Moore and Dr. Hambrook:

Mr. Freyman requested Mr. McGarvey to introduce Miss Moore and Dr. Hambrook who would speak on the utilization of women and girls in industry. Miss Moore presented a very interesting and comprehensive talk on the training and employment of female workers in defense and non-defense industries in the United States. Dr. Hambrook gave an illuminating de-description of the utilization of women in numberous industries in England as observed by him during his recent visit to that country for the purpose of studying this subject. Both speakers agreed to furnish the committee a summary of their discussions at the meeting. As soon as these summaries are received, copies will be distributed to each committee member. In addition, copies of materials relating to the use of women in industries in the United States, which were referred to by Miss Moore are being secured for distribution to committee members.

3. Reports by Mr. A. C. Carey:

Mr. Carey discussed the major labor demand and supply problems which now exist in West Virginia. These problems and action taken by the committee on them are:

(a) Problem -- Shortage of 100 high-pressure pipe welders at Morgantown Ordnance Works. This is a union job and the business agent for the pipe welders has requested the assistance of the Employment Service to recruit these workers. Mr. Carey reported that of the 40 pipe welders laid off at Radford, Virginia who had been interviewed on behalf of the business agent at Morgantown by a representative of this union in Roanoke, Virginia, and who had been referred by the Virginia State Employment Service, only 2 or 3 had shown up at the Morgantown job. Mr. Carey felt that the business agent at Morgantown was not confident of being able to fulfill an earlier assurance given to the employer that sufficient union pipe welders would be secured for the job through the business agent's individual efforts.

Action Taken: -- The committee agreed that Mr. Carey should arrange for a conference by Mr. Mitzel, Labor Representative on the committee and himself with the business agent at Morgantown to discuss and study the problem, with the objective of arriving at a definite understanding for positive cooperative action between the union and the Employment Service to meet the shortage of welders which may be found still to exist. Mr. Freyman stated that a check would be made with the Virginia State Employment Service to determine what happened to the majority of the 40 welders referred to Morgantown.

(b) Problem -- Curtailment of operations at Fairmont Aluminum Company because of material shortage. Mr. Carey had no information to add to his report on this case which had been discussed at the previous committee meeting.

Action Taken: -- Mr. Freyman stated that in accordance with the previous action of the committee this matter had been fully reported to Mr. Flemming with a request that it be referred to the Priorities and Defense Contract Services of the Office of Production Management for their recommendations. He advised the committee that a reply had not yet been received and that he would follow up on the matter.

(c) Problem -- Shortage of tool makers at General Machinery Ordnance Company, South Charleston, West Virginia. Mr. Carey reported that local efforts and use of clearance had thus far brought no results on the 20 tool makers needed for this plant. He indicated that the Employment Service had found it extremely difficult to develop proper relationship with the officials of this company. He stated the company had advertised in Philadelphia newspapers for skilled workers but denied that it had advertised. He expressed the opinion that because of Philadelphia capital in the corporation the advertisements had been used as an excuse for the benefit of the stockholders who are sadly disappointed in the production results at the plant.

At this point Mr. Freyman advised the committee of a telephone call and confirming letter from Mr. Mooney, Training Within Industry Representative for South Charleston, who had been requested by the committee to investigate at the plant the possibility of alleviating the problem of tool maker shortage by additional upgrading and job breakdown. Mr. Mooney reported that he had discussed the matter in Cincinnati with a ranking official of the General Machinery Corporation of Hamilton, Ohio,

of which the South Charleston plant is a subsidiary. This official advised Mr. Mooney that the South Charleston plant was doing everything possible through upgrading and job breakdown to meet its labor needs. For this reason, Mr. Mooney felt that the request for 20 tool makers was both real and resonable.

Action Taken: -- The committee requested Mr. Carey to confer again with the general manager of the plant to determine whether the order for 20 tool makers is genuine, and to advise Mr. Woodall's office. If the order is genuine, Mr. Mooney is to be requested to visit the plant with Mr. Carey and determine definitely whether the need can be met in any part by additional upgrading, job breakdown and in-plant training.

(d) Problem -- Availability of skilled workers in West Virginia for transfer to other States. Mr. Carey advised the committee that other States which are depending on West Virginia for skilled workers will be disappointed, because there is no surplus of such workers in the State. He added, however, that there was a considerable supply of trainees and potential trainees. He stated that difficulty was being experienced in securing instructors for training courses.

Action Taken: -- Mr. Carey was requested to submit specific advice regarding the types of courses and the location of courses for which instructors are needed.

(e) Problem -- Training courses for skilled occupations in coal mines. Mr. Carey reported that a serious shortage of skilled workers in the coal mining industry was beginning to develop because men were leaving the mines for defense jobs. He requested advice on establishing training courses, inasmuch as coal mining occupations were not on the approved lists of occupations for defense training.

Action Taken: -- Mr. McGarvey advised Mr. Carey that the State Council should take the initiative in establishing training courses in coal mining occupations and should submit the matter thru the apporpriate channels in Washington for approval. Mr. Carey stated this would be done and expressed the belief that the union would not object since the people who would do the training would be members of the union.

4. Unfinished Business:

(a) Problem -- Shortage of tool makers at Edwards Company Sanford, North Carolina and Wright Automatic Tobacco Packing Machine Company in North Carolina. Mr. Arthur reported that in accordance with the committee's request, his assistant visited these plants to determine what additional use could be made of job breakdown and upgrading to meet the tool maker needs. He reported that the problem of these companies was the shortage of materials and tools rather than of skilled workers. He felt, therefore, that there was no labor supply problem at these plants with which the committee should be concerned.

Action Taken: -- None considered necessary.

(b) Problem -- Shortage of tool makers in Maryland plants. Subsequent to the previous meeting of the committee, Mr. Woodall had requested Mr. Hook to make contacts with specified Maryland employers similar to those requested by the committee of Mr. Mooney and Mr. Arthur, to determine what additional use could be made of job breakdown and upgrading to meet the tool maker needs of the Maryland firms. This request was made, however, only a few days before the fifth meeting of the committee. Mr. Hook stated that insufficient time had elapsed since he received the request to make these contacts but that he would do so, as soon as he secured the facilities of experts to make surveys in the plants for the purpose of determining how the job was being done.

Action Taken: -- Mr. Hook was requested to make all possible efforts to havethese contacts and studies made in time for a report at the next meeting.

Additional Action Taken: -- As a result of the discussion of the reported tool maker shortages in West Virginia, North Carolina and Maryland, the committee agreed that State Employment Services be requested to make certain that all reports they receive on labor demands from employers be thoroughly verified with appropriate officials of the companies involved.

(c) Problem -- Housing shortage in Elkton, Maryland and marine base areas of North Carolina. Mr. Graham Martin, Assistant Regional Coordinator on Health, Welfare, and Related Defense Activities, had been requested to investigate the possibility of relieving the acute housing situation in these two areas. In regard to the Elkton case, Mr. Martin stated that the Regional Defense Housing Coordinator was making a survey of the needs and that a report would be available for the next

meeting of the committee. In regard to the case of the marine bases, Mr. Martin reported that none of the housing units which had been authorized for this area are for construction workers. He stated that the policy of the Defense Housing Coordinator does not permit housing construction for purely construction workers, that a change in this policy was now being considered but that no conclusion has as yet been reached.

Action Taken: -- The committee agreed that a letter pointing out how seriously the problem of meeting construction labor demands in the marine base areas of North Carolina is affected by stringencies in housing facilities, should be sent to the Regional Defense Housing Coordinator and that he be requested to take appropriate action to relieve the problem.

(d) Problem -- Availability of negro workers within commuting area of Elkton, Maryland, for employment at explosives plants. At the previous meeting the committee had requested Mr. Poston to make a survey to determine the supply of negroes in the area indicated who would be available for such employment. Mr. Poston reported that he had been unable to make a complete survey but that on the basis of the check he had made in the area, he would estimate that approximately 2,000 negroes are available for work at the explosives plants. He suggested that a copy of his findings should be forwarded to the Maryland State Employment Service for appropriate action.

Action Taken: -- The committee agreed that this matter should be referred to the Maryland State Labor Supply Committee.

Acting Chairman's Note: -- A copy of Mr. Poston's report has been sent to the Maryland State Employment Service for its information.

(e) Problem -- Necessity of representation of Defense Contract Service at committee meetings. Mr. Freyman reported that, as desired by the committee, he had made written and telephone requests to Mr. Flemming for a representative of Defense Contract Service to be present at the committee meeting. Mr. Freyman was advised that unfortunately a representative of that unit could not be present.

Action Taken: -- The committee agreed that further efforts be made to have a representative of the Defense Contract Service attend the meetings and that the urgency of the

matter be stressed. The committee agreed also that a request should be made for a representative of the Priorities Branch of the Office of Production Management to attend the meetings, or at least those meetings in which it appears he would be needed. The committee also agreed that the need for early appointment of the management representative should also be stressed.

(f) Problem -- Additional spot checks of applicants at plants in Baltimore. Mr. Hook reported that no meeting of the Baltimore Association of Personnel Managers had been held since he was given the assignment to discuss this matter with that organization. He stated that a meeting of the organization would be held the following week and that at that time he would endeavor to arrange for the additional spot checks to be made. He requested that a letter describing the purpose of the spot checks be sent to him for presentation to the Association.

Action Taken: -- None necessary by the committee.

(g) Problem -- Formation of Maryland State Labor Supply Committee. Pursuant to the decision reached by the committee at the previous meeting the committee members were asked whether they had selections ready for representation of their constituent agencies on the State committee. Mr. Herman reported that the Work Projects Administration was ready to make its designation of representation on the State committee. Mr. Freyman stated that the designation by the Civil Service Commission of its representative on the State committee had been received from Mr. McAuliffe. Mr. Freyman pointed out that he had been advised informally that a statement of policy would be issued shortly by the Chief of the Labor Supply Branch regarding the formation of local or area Labor Supply Committees. He questioned whether, under the circumstances, it would be advisable for the Maryland State Labor Supply Committee to be definitely formed or to begin to act before the Regional Committee had received and reviewed the statement of policy of the Labor Supply Branch.

Action Taken:

(1) The committee revised its decision at the previous meeting that all selections for the State Committee are to be approved by the Regional Committee. (See Item 3, page 9 of the minutes of previous meeting.)

The committee agreed that instead, upon receipt of selections for membership on the State Committee, the Acting Chairman of the Regional Committee would be authorized to notify these individuals of their appointments and to forward their names to the Acting Chairman of the State Committee.

(2) The committee agreed that the Maryland State Committee should not be definitely formed or begin to act until the policy of the Labor Supply Branch on the establishment of local or area Labor Supply Committees had been received and its effect on the action of the Regional Committee at the previous meeting determined.

(3) The committee agreed that if the Acting Chairman considered the action taken previously by the committee as not seriously variant in any respect with the policy of the Labor Supply Branch, he would be authorized to advise the Acting Chairman of the State Committee to proceed on organizing that committee and getting its work under way.

(4) The committee agreed that if the Acting Chairman considered the action taken previously by the committee to be seriously variant in any respect with the policy of the Labor Supply Branch, it would be left to his discretion whether the matter should be considered at the next regular meeting or in a special meeting.

(h) Problem -- Rationing of rayon and nylon in the hosiery industry. Mr. Freyman reported that no reply had yet been received to the request made to the Labor Supply Branch that the Priorities Unit of the Office of Production Management set up mechanism for such rationing in order to relieve unemployment.

Action Taken: -- The committee agreed that this matter should be followed up to determine what the Priorities Unit has accomplished in this matter.

(i) Mr. McGarvey gave a report on the training courses for negroes in Baltimore.

Acting Chairman's Note: -- If any committee members should desire a copy of this report please advise the Acting Chairman.

5. Discussion By Regional Economic Analyst:

Mr. Gill described to the members the Bureau of Labor Statistics Schedules which are being received and explained how follow up is being made with the State Employment Services for utilization of these schedules. Mr. Gill also indicated other Labor Market Reports which are expected to be received by September 27.

6. New Business:

(a) Mr. Freyman reported that a few days before the meeting advice had been received from the Virginia State Employment Service that operating activities at the General Depot at Bellwood, Virginia would certainly be affected if additional steel could not be secured by September 19. The Virginia State agency had referred the matter to Mr. Woodall for such assistance as could be rendered in having steel shipped to the General Depot. Mr. Freyman reported that the matter had been referred immediately to Mr. Flemming for action by the Priorities Unit of the Office of Production Management.

(b) Mr. Freyman advised the committee that he would endeavor to have distributed to the members sufficient copies of information dealing with evidence of birth which may be accepted in lieu of missing birth certificates.

(c) Mr. Freyman distributed to the committee members copies of the bulletin entitled, "Regional Labor Supply Committees of the Office of Production Management and Their Relationship to Councils of State Administrators." He suggested that the committee members review and be prepared to discuss the contents of this bulletin at the next meeting.

7. Next Meeting:

Mr. Freyman announced that the next meeting would be held on September 29 beginning 10 a.m. The meeting place as usual will be in Room 608, at the Arlington Hotel Building.

There being no further business before the committee the meeting was adjourned.

CONFIDENTIAL

MINUTES OF SIXTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE ( REGION IV )

September 29, 1941

Those attending:

Members

James H. Woodall, Acting Chairman
Thomas D. Dunn, Assistant District Manager, Civil Service Commission (Alternate for M. J. McAuliffe)
Justin Herman, Chief of Reemployment Section, Work Projects Administration
C. W. Mitzel, Labor Representative
Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
Leroy Sherman, Chief, Inventories and Placement Section, Division of Youth Personnel, National Youth Administration
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
C. R. Hook, Jr., Training Within Industry Representative (Alternate for George G. Arthur)
Major Paul K. Klaesius, Representative of the Office of the Under Secretary of War and Army Representative of the Army and Navy Munitions Board
G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office of Education
Lane C. Ash, Special Representative, U. S. Office of Education (Attended afternoon session of meeting as alternate for Mr. McGarvey)

Others

Lessing Rosenwald, Acting Chief, Bureau of Industrial Conservation, Office of Production Management
Alec Fleisher, National Resources Planning Board
J. W. MacKenzie, Area Representative, Regions I, II, III and IV, Bureau of Employment Security, Social Security Board
Nicholas L. Martucci, Technical Representative, Occupational Analysis Section, Bureau of Employment Security, Social Security Board
Mrs. L. Lamar Matthews, Regional Informational Representative, Social Security Board
Herbert Borchardt, Regional Labor Information Representative, Social Security Board
Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for James H. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The content of such discussion and action taken in regard to these subjects are indicated under each topic.

1. Minutes of Fifth Meeting:

A copy of the minutes of the fifth meeting had been previously mailed to and received by the members of the committee. On the motion of Mr. Herman, seconded by Mr. Sherman, the minutes were approved unanimously.

2. Unfinished Business:

(a) Problem -- Formation of Maryland State Labor Supply Committee.

Action Taken -- Mr. Woodall reported that the policy of the Labor Supply Branch in regard to the formation of local or area committees had been received in a circular from that agency and supplemental instructions from the Bureau of Employment Security. He advised the committee that the action taken previously by it varied in one respect with the policies indicated in the documents; namely, that if a local or any other representative of the State Employment Service is chosen for the chairman of the State committee, the recommendation should be submitted to the Bureau of Employment Security for approval before such designation is made.

Mr. Woodall stated he has been advised that this procedure had been agreed upon by the Labor Supply Branch and the Bureau of Employment Security. He stated also that, in view of the formal action previously taken by the Regional Committee, and in accordance with the new instructions, he submitted to the Bureau of Employment Security, on the same day such instructions were received, the name of Mr. Fringer, Director of the Maryland State Employment Service, for approval as Acting Chairman of the Maryland State Labor Supply Committee.

Disposition -- The committee agreed that:

(1) It should proceed with the appointment of the other members of the State Committee. Mr. Woodall requested the members of the Regional Committee to submit their selections for representation of their constituent agencies on the State Committee so that he could notify the persons designated.

(2) The matter of providing space at cost for the State Committee meetings should be deferred until the need for such space was determined.

(3) In the event the representative of Management on the Regional Committee (who would have the authority to select the representative of Management on the State Committee) is not appointed by the next meeting of the Regional Committee, it would proceed by other means to select the representative of Management on the State Committee.

(4) Mr. Hook undertake the responsibility of discussing with the Governor of the State of Maryland the selection of a representative from the Governor's Council of Defense and Resources for representation on the State Committee.

(b) Problem — Shortage of 100 high-pressure pipe welders at Morgantown Ordnance Works.

Action Taken — Mr. Mitzel reported that in accordance with the committee's request at its previous meeting he and Mr. Carey, Chief of the West Virginia State Employment Service, conferred with the business agent of the welders' local and representatives of the contractor at Morgantown regarding this problem. He stated that the job requires 150 welders and that 140 welders are now working there. He reported also that 60 of the 140 are highly qualified but the remaining 80 do not come up to the standard of the 60. He indicated that the company desired to secure, through the Employment Service and the unions, other welders to replace the 80.

Mr. Mitzel learned also that the welding test on the job which was applied by the Dupont officials was extremely difficult. He stated that an agreement was reached whereby the construction contractor, Riggs-Distler Corporation, would be permitted to do its own testing and approving of welders for employment. Mr. Mitzel felt the net problem was that of providing 10 more welders for the job.

Mr. Freyman stated that a report received from Mr. Carey regarding the conference contained information in agreement with that given by Mr. Mitzel and that the West Virginia agency was continuing its efforts to have at least 10 additional first-class welders placed on the job.

Disposition — The committee agreed that with the exception of providing 10 more welders for the job this case presented no further problem.

(c) Problem -- Curtailment of operations at Fairmont Aluminum Company because of material shortage.

Action Taken -- Mr. Woodall reported that as a result of various follow-up contacts with the Labor Supply Branch he had been advised by Mr. Lester of the Office of Production Management that the entire difficulty in this matter was due to the reluctance or lack of aggressiveness on the part of this company to convert its plant to defense work and to seek defense sub-contracts.

Disposition -- The committee agreed that a general statement concerning this problem be sent to Mr. Hillman for his advice or action and that this matter be included in the minutes of the meeting.

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In reference to Contracts Distribution Service, Mr. Woodall reported that he had had discussions with the Deputy Coordinators in Virginia and Maryland regarding the utilization of the Employment Service to aid them in their work. Mr. Woodall stated that both of these officials agreed to take advantage of the facilities of the Employment Service and that they feel the information received on the ES-270 reports will be very helpful to them. Mr. Woodall stated also that a similar conference would be held with the Deputy Coordinator for North Carolina on October 1.

(d) Problem -- Shortage of tool makers in Maryland plants.

Action Taken -- Mr. Hook reported that he did not yet have the facilities of an expert who could discuss this matter with plant officials and determine what additional use could be made of job breakdown and upgrading to meet the tool maker needs of the Maryland firms. He stated that he had discussed the matter generally with the plants concerned and that the plant officials feel they are doing everything in the field of upgrading and job breakdown that can possibly be done. Mr. Hook felt that until he could secure the services of an expert it would be presumptuous to discuss this problem with the large firms involved.

Disposition -- There was considerable discussion regarding the utilization of the services of occupational analysts to aid in effecting additional upgrading and job breakdown in plants. The committee agreed that Mr. Martucci and Mr. Hook should get together to consider and determine the feasibility of suggesting to the plants concerned that studies of their tool maker jobs be made.

(e) Problem — Housing shortage in Elkton, Maryland and marine base areas of North Carolina.

Action Taken — Mr. Freyman reported that a survey of the Elkton area had been made by a representative of the Regional Defense Housing Coordinator and that a letter had been sent to the Coordinator requesting, on behalf of the committee, that he take appropriate action to relieve the problem of housing for construction workers in the North Carolina marine base areas.

The survey of the Elkton area indicated conclusively a need for defense housing in Elkton. However, the report pointed out also that money for such structures was not available at present and that what could be done would depend eventually upon further Congressional action.

The reply from the Regional Defense Housing Coordinator on the problem at the marine base areas in North Carolina, was that his agency does not supply dwellings for construction workers, since the contracts held by the construction firms provide that they will furnish housing for their own workers.

Disposition — The committee agreed that:

(1) The Maryland State Employment Service be requested to increase its activities to the greatest possible extent, to assure that all qualified, available local labor be placed in the jobs at the Elkton explosive plants.

(2) Inasmuch as funds for defense housing at Elkton appear to be contingent upon further Congressional action, the Regional Committee has reached an impasse in the matter and it should be referred to the National Labor Supply Committee for additional appropriate action.

Acting Chairman's Note — On a further check-up just made, the Acting Chairman was advised by the Office of the Regional Defense Housing Coordinator that there will be some money available for dormitories but not houses. The Coordinator is considering the advisability of building dormitories. He is also making plans for housing so that preliminary work will have been completed in the event additional money is made available.

(3) Commander Stuart, the representative of the Navy on the Regional Committee, be requested to look into the matter of what the contractors in the marine base areas in North Carolina are going to do to provide housing for construction workers.

(4) Commander Stuart check also, with Mr. McAuliffe of the Civil Service Commission, to determine what housing facilities will be provided in these marine base areas for civil personnel.

(f) Problem — Additional spot checks of applicants at plants in Baltimore.

Action Taken — Mr. Hook reported that, in accordance with the committee's request, he had discussed this matter with the members of the Baltimore Association of Personnel Managers. As a result, the spot check will be made for one week, beginning October 6, in 17 plants. Mr. Hook stated that the representative of the Glenn L. Martin Company was not present at the meeting, but that he had requested that representative by letter to make the spot check at that plant. After the spot check reports are received by Mr. Hook, they will be sent to Mr. Fringer for analysis.

Disposition — The committee requested that copies of the reports be made available to it.

(g) Problem — Shortage of steel at General Depot near Richmond, Virginia.

Action Taken — Mr. Freyman reported that he had relayed to the Virginia Employment Security Agency information received from Mr. Flemming that the balance of the steel was scheduled for delivery in October and November.

Disposition — The committee requested that check be made with the Virginia agency to determine whether any workers had been laid off because of the delay in steel shipments.

(h) Problem — Lack of instructors for training courses in West Virginia.

Action Taken — In accordance with the request of the committee at the previous meeting, Mr. Carey, Chief of the West Virginia State Employment Service, forwarded to Mr. Woodall specific information covering the types of courses and the location of courses for which instructors are needed.

Disposition — Mr. McGarvey unfortunately was not present at the time this matter came up for discussion and through oversight it was not presented again later in the meeting.

Acting Chairman's Note — A copy of Mr. Carey's letter is being sent to Mr. McGarvey along with latest additional information received from Mr. Carey regarding efforts to secure the instructors.

(i) Problem — Shortage of tool makers at General Machinery Ordnance Company, South Charleston, West Virginia.

Action Taken — In accordance with the committee's previous request, Mr. Carey conferred again with the general manager of the plant to determine whether the order for 20 tool makers is genuine. The general manager advised him that he can use the following instead of 20 tool makers: 10 men capable of running lathes, shapers and grinding machines, 5 men specializing on the grinding of tools and cutters, 3 men specializing on bench work, and 2 men specializing on the inspection and maintenance of fine measuring instruments. The general manager also advised Mr. Carey that he would be glad to talk with Mr. Mooney, the Training Within Industry Representative.

Disposition — In accordance with its previous action, the committee agreed that Mr. Mooney should be requested to visit this plant for the purpose of determining whether these needs can be met in any part by additional upgrading, job breakdown, and in-plant training.

(j) Problem — Necessity of representation of Contracts Distribution Service, Material Priorities Unit, and Management at committee meetings.

Action Taken — Mr. Freyman reported on the various contacts which had been made with Mr. Flemming's office in an effort to secure representation of these units at the meetings. He was advised that a representative of Contracts Distribution Service would be present at the next committee meeting, to be held on October 13. In regard to the representative for Material Priorities Unit, he was given no definite commitment, but was advised that efforts were still being made in the matter. Mr. Freyman was also advised that the matter of Management representation on the Regional Committee was to be discussed at a meeting at the Labor Supply Branch on September 27 and that further word would be received concerning this.

Disposition — No committee action necessary.

(k) Problem — Rationing of rayon and nylon in the hosiery industry.

Action Taken — As a result of Mr. Woodall's previous efforts to secure advice from the Office of Production Management on this problem, Mr. Lessing Rosenwald, Acting Chief, Bureau of Industrial Conservation, Office of Production Management, appeared before the committee to discuss the matter.

Mr. Rosenwald's description of the efforts of his unit to effect an equitable allocation of rayon yarn to industries which have suffered undue hardship as a result of the silk freezing order was enlightening and very helpful to the committee. He explained the arrangements which have already been effected and publicized whereby every individual who feels he has suffered undue hardship may apply to the Bureau of Industrial Conservation, Office of Production Management, on a prescribed form, for rayon yarn from the Government pool.

That unit determines, from the claims, which individuals have suffered undue hardship and authorizes the allocation of rayon yarn to them. In regard to nylon, Mr. Rosenwald indicated that the production of it was comparatively small and that it would be required in a few industries where rayon will not serve the purpose. He stated that his unit would not attempt to allocate nylon at this time.

Disposition — The committee agreed that contact should be made with the North Carolina firms which have indicated a need for rayon yarn to assure that they request, on the prescribed form, allocations of such yarn.

3. New Business:

(a) Problem — Shortage of material at button plants in Federalsburg, Maryland.

Action Taken — Mr. Woodall reported on the survey and detailed study he had made of the two button plants which are faced with a possible shutdown because of a definite shortage of material that is imported from foreign countries. This study showed a breakdown of occupations in the plants, a definition of skills and a description of each machine operated. This information has been given to the Office of Production Management for utilization in connection with the possibility of converting these plants to defense production.

Mr. Woodall stated also that he discussed the matter with the Deputy Coordinator for Contracts Distribution Service in Maryland. He reported that recently State and Federal officials, including representatives of the Office of Production Management, have become very active in the case and that it has been turned over to a production engineer of the Office of Production Management. The engineer has advised Mr. Woodall that he will keep the Regional Committee informed on progress in the matter.

(b) Problem -- Firms on Bureau of Labor Statistics Schedules which show labor needs.

Action Taken -- Mr. Woodall read Mr. Flemming's letter of September 15, 1941 regarding these cases and stressed Mr. Flemming's request for positive action by the committee in regard to each situation.

Mr. Gill summarized the information which has been received from State Employment Services, the Work Projects Administration, National Youth Administration and Office of Education regarding the status of the labor needs of each firm.

Disposition -- The firms considered and the action agreed upon by the committee are as follows:

(1) Balmar Corporation, Baltimore, Maryland

(a) Immediate efforts be made to determine the reason for the company's difficulty in securing skilled workers.

(b) The Training Within Industry Representative for Maryland should contact the plant to determine to what extent the labor needs can be met by additional upgrading, job breakdown and in-plant training.

(c) The Maryland State Employment Service be advised of the importance of establishing an occupational analysis unit in the near future in order to aid plants in effecting upgrading and job breakdown through job studies.

Acting Chairman's Note -- On October 3 the Acting Chairman was advised that a labor dispute is now in existence at this plant.

(2) Wolfe and Mann Company, Baltimore, Maryland

On the basis of advice from the Maryland State Employment Service that one electrical engineer represents this firm's only current shortage, no committee action was considered necessary.

(3) Rustless Iron and Steel Company, Baltimore, Maryland

On the basis of advice from Mr. Hook that there are no serious labor shortages or special labor needs problems at this plant, no committee action was considered necessary.

(4) Spedden Shipbuilding Company, Baltimore, Maryland

(a) The Maryland State Employment Service should contact the unions to determine whether iron workers are available for referral to this company as shipfitters.

(b) The Maryland State Employment Service should determine whether qualified arc welders at the Campbell Metal Window Company, which is releasing workers, are available for referral to this company.

(c) The Maryland State Council of Administrators should be contacted to determine whether there are welder trainees available for referral to this company.

(d) If agreements have been effected for transferring railroad mechanics to defense industries, contacts should be made to determine whether the railroads in Baltimore have machinists available for work at this company.

(5) Revere Copper and Brass Company, Baltimore, Maryland

On the basis of advice from the Maryland State Employment Service that the copper shortage has limited this company's production solely to defense orders and that a lay-off of labor has been necessitated because such orders only enable the plant to run at approximately 60% of capacity, the Contracts Distribution Service should be advised of these facts for the possibility of giving this firm additional defense contracts.

(6) West Virginia Rail Company, Huntington, West Virginia

(7) Follansbee Steel Corporation, Follansbee, West Virginia

On the basis of advice from the West Virginia State Employment Service that the problem of these two companies is not a shortage of workers, but rather a shortage of steel which may result in priority unemployment, Mr. Woodall agreed to discuss these cases in the near future with the Contracts Distribution Service Representative for West Virginia.

(8) American Locomotive Company, Richmond, Virginia

Since this matter has already been discussed by Mr. Woodall with the representative of Contracts Distribution Service for Virginia, no committee action was considered necessary.

(9) Tredegar, Richmond, Virginia

Contact should be made with the State Employment Service and the machinists' union to determine whether additional workers can be secured for this firm.

(10) Newport News Shipbuilding and Dry Dock Company, Newport News, Virginia

Inasmuch as this company has an excellent in-plant training program and has not requested outside aid for recruitments of workers, no committee action was considered necessary.

(11) Norfolk Shipbuilding and Dry Dock Company, Norfolk, Virginia

The information received was regarded inadequate and further investigation should be made to secure all the facts necessary for committee consideration.

(c) Problem — Transportation difficulties to and from Glenn L. Martin Aircraft Company.

Action Taken — Mr. Fringer had advised Mr. Woodall by letter that applicants referred by the Baltimore Employment Office are failing to report to the Glenn L. Martin Company and requested an investigation to relieve the difficulties of commuting to that plant. Mr. Fringer suggested that the inauguration of shuttle train service to and from the plant by the Pennsylvania Railroad could greatly alleviate the problem.

Mr. Woodall advised the committee that the matter had been referred to the Regional Coordinator for Health, Welfare and Related Defense Activities, who, in turn, had communicated with the Maryland Council of Defense concerning it. The Maryland Council has advised the Regional Coordinator that it is endeavoring to develop a solution to the problem.

Disposition — The committee agreed that the Glenn L. Martin Company and the Pennsylvania Railroad should get together to work out this problem.

(d) Interim action by a portion of the Regional Committee.

Mr. Woodall read a memorandum from Mr. Flemming suggesting that the committee consider the desirability of having a small group of the entire committee handle and act on problems between meetings and then report the action taken to the full committee at its regular meetings.

Disposition — The committee agreed to this suggestion. Mr. Woodall stated that between regular meetings, as occasions demanded, he would call on various members of the committee to discuss and handle problems with him.

4. Discussion by Regional Economic Analyst:

Mr. Gill reported on a further study of lay-offs in the silk industry which he had recently made in North Carolina. He stated that the situation is not improving. The possibility of using silk workers in furniture factories had been considered, but the furniture industry is faced with curtailment of production because it cannot secure hardware.

Mr. Martucci reported that he was undertaking a study in Virginia which would be directed to the training of silk workers to fit into powder bag making.

Disposition -- The committee agreed that:

(a) The advice of the Office of Production Management should be requested on the possibility of establishing a bag making plant in North Carolina.

(b) During the conference with the representative of Contracts Distribution Service in North Carolina, Mr. Woodall should discuss the possibility of transferring silk workers to other jobs.

5. Next Meeting:

Mr. Woodall announced that the next meeting would be held on October 13 beginning 10:00 a.m. He urged committee members again to submit topics for consideration and thereby to cooperate in preparing the agenda. The meeting place, as usual, will be in Room 608, at the Arlington Hotel Building.

There being no further business before the committee the meeting was adjourned.

CONFIDENTIAL

MINUTES OF SEVENTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE ( REGION IV )

October 13, 1941

Those attending:

Members

James H. Woodall, Acting Chairman
M. J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
Leonard G. Cuthwaite, Consultant on Minority Groups, Office of Production Management
G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office of Education
Justin Herman, Director of Reemployment Section, Work Projects Administration
Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
Commander D. H. Stuart, USN (Ret.), Personnel Officer, Navy Yard, Washington, Representative of the Navy Department
Leroy Sherman, Chief, Inventories and Placement Section, Division of Youth Personnel, National Youth Administration
C. W. Mitzel, Regional Labor Representative, Office of Production Management

Others

Walter Burr, Assistant to the Chief of the Labor Supply Branch, Office of Production Management
Ira B. Cross, Jr., Labor Division Representative, Office of Production Management
Dr. Frank T. deVyver, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics (Alternate for Professor Snavely)
J. W. MacKenzie, Area Representative, Regions I, II, III, and IV, Bureau of Employment Security, Social Security Board
Nicholas L. Martucci, Technical Representative, Occupational Analysis Section, Bureau of Employment Security, Social Security Board
Gerald T. Vance, Assistant Occupational Analyst, Bureau of Employment Security, Social Security Board
Alec Fleisher, National Resources Planning Board
Mrs. L. Lamar Matthews, Regional Informational Service Representative, Social Security Board
Herbert Borchardt, Regional Labor Information Representative, Social Security Board
Graham Martin, Assistant Regional Director, Defense, Health and Welfare Services, Social Security Board
Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for James H. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The action taken in regard to these subjects is indicated under each topic.

1. Minutes of Sixth Meeting:

Mr. Mitzel requested that in the second paragraph of "Action Taken" under Problem (b) on page 3 of the minutes, the second sentence which begins with the words, "He stated", and ends with the words, "welders for employment", should be corrected to indicate the following: "The solution to the problem, in Mr. Mitzel's opinion, was to permit the contractor to hire and qualify his own employees rather than to have someone else do it." The minutes, with this amendment, were approved by the committee.

2. Talk by Mr. Walter Burr:

Mr. Burr explained that he served as a liaison officer between the Labor Supply Branch and the Labor Supply Committees of Regions IV, VII and X. He stressed the point that the Regional Labor Supply Committees were Office of Production Management Committees, established for the objective of getting action.

3. Talk by Mr. Ira Cross:

Mr. Cross first discussed the silk industry situation in North Carolina, particularly in regard to the utilization of rayon and nylon as substitutes for silk, and in regard to the extent of unemployment resulting from the shortage of silk.

Committee Action -- The committee agreed that:

(a) Follow up be made by the Acting Chairman's staff with the Office of Production Management to secure the establishment of a bag-making plant in North Carolina.

(b) Mr. McAuliffe find out what types of training courses the Norfolk Navy Yard wishes established so that such courses can be arranged in North Carolina for displaced male hosiery workers.

(c) Mr. Arthur contact Newport News Shipbuilding and Dry Dock Company to find out if that concern will employ at its Wilmington shipyards displaced male hosiery workers.

(d) Dr. deVyver contact the North Carolina Council of State Administrators for the purpose of:

(1) Having the time of training courses adjusted so that men working part-time in the hosiery industry can take these courses, and

(2) having arrangements made to secure the equipment necessary for these courses.

Mr. Cross next discussed the function of the Priorities Branch of the Labor Division and explained the purpose, manner of development and use made of community surveys.

Committee Action -- The committee agreed that the Virginia and North Carolina Employment Security Agencies should be requested to initiate State surveys of the furniture industry.

4. Unfinished Business:

(a) Problem -- Formation of Maryland State Labor Supply Committee.

Committee Action -- None, pending receipt from the Office of Production Management and Social Security Board of definite procedures for the appointment of the chairman and membership of the State committee.

(b) Problem -- Shortage of tool makers in Maryland plants.

Committee Action -- Mr. Martucci is to follow through on his work with Mr. Hook and, if necessary, make available to Mr. Hook the full-time services of an occupational analyst.

(c) Problem -- Housing shortage in Elkton, Maryland and marine base areas of North Carolina.

Elkton -- Mr. Martin explained the proposal to alleviate this problem which is now being considered and developed for presentation to the President for final approval within the next two weeks.

Committee Action -- Mr. Martin was requested to keep the committee informed on further developments.

Marine base areas

Committee Action -- A sub-committee, consisting of Commander Stuart, Professor Snavely and Doctor deVyver was appointed to determine who has the responsibility for providing housing facilities for the construction workers and to contact that person and take such other action as may be necessary to have the housing facilities provided.

(d) Problem -- Lack of instructors for training courses in West Virginia.

Committee Action -- On the basis of a report by Mr. McGarvey that it is satisfactory for additional instructors to be secured, the State authorities are to be advised to do this.

5. New Business:

(a) Problem -- Labor needs and housing facilities for Triangular Camp, Durham, North Carolina.

Committee Action -- Doctor deVyver was appointed to investigate this matter to determine whether a problem existed in either respect and, if so, to take the necessary action in cooperation with appropriate local officials and authorities to settle the problem.

(b) Problem -- Housing shortages at Norfolk and Yorktown.

Committee Action -- Mr. McAuliffe is to request Mr. Flemming to accompany him and the Acting Chairman in calling on the Defense Housing Coordinator, Mr. Charles F. Palmer, for the purpose of settling this problem.

(c) Problem -- Reopening of Glenn L. Martin clearance orders.

Mr. Woodall announced that this problem had been settled and that workers could now be referred on clearance requests by other State Employment Services to the Maryland State Employment Service for employment at this aircraft plant. Mr. Herman and Mr. Sherman advised the committee of W.P.A. and N.Y.A. aircraft trainees available in certain areas for referral. The necessary arrangements will be made by the Acting Chairman's staff to have these labor supply sources utilized. Mr. Herman and Mr. Sherman pledged the full cooperation of W.P.A. and N.Y.A. on this effort.

(d) Engineering defense training program.

At Doctor deVyver's request, the committee discussed and suggested various types of courses which should be included in this program.

(e) Problem -- Shutdown of operations and lay-off of workers at Salisbury Shipbuilding Company, Salisbury, Maryland.

Committee Action -- The Acting Chairman will take this matter up with the Maryland Coordinator for Contracts Distribution Service for the purpose of having a sub-contract for defense work awarded to this company.

6. Discussion by Regional Economic Analyst:

(a) Report on re-survey of Hampton Roads area, Virginia -- In summary, this report indicated that the principal problems were the need for additional workers at the Norfolk Navy Yard and the need for additional housing in Norfolk.

Committee Action -- Mr. McCarvey was requested to contact his representative on the Council of State Administrators for the purpose of establishing vocational defense training courses in Norfolk for negroes. Action on the housing problem is indicated earlier in the minutes.

(b) Report on re-survey of Baltimore area -- In summary, this report indicated that there would be a need for 27,000 additional workers within the next six months.

Committee Action -- The committee agreed that this matter required very careful planning. The Acting Chairman explained he had discussed this matter with Mr. Hook who has a group working with him to formulate some definite plan of handling it. He stated that Mr. Hook would report at the next meeting what this group has done.

7. Talk by Mr. Outhwaite:

Mr. Outhwaite discussed briefly some of the problems with which the Minority Groups Unit is now confronted and indicated that certain policy determinations in regard to them would be necessary.

8. Next Meeting:

Mr. Woodall announced that the next meeting would be held on October 27, and that it might be held in North Carolina. He stated that the committee would be advised further on the matter.

Acting Chairman's Note -- It has been decided to have the next meeting at the usual place, Room 608, Arlington Hotel Building, beginning at 10:00 a.m.

There being no further business before the committee, the meeting was adjourned.

Mitchell
Schaefer

INTERIM MEETING OF REPRESENTATIVES OF FOURTH REGIONAL LABOR SUPPLY COMMITTEE

November 10, 1941

Present at the meeting:

James H. Woodall, Acting Chairman

Leroy Sherman, Chief, Inventories and Placement Section, Division of Youth Personnel, National Youth Administration, (Alternate for Dr. Hayes)

E. M. Claude, Assistant to Mr. E. G. Ludtke, Agent for Trade and Industrial Education, U. S. Office of Education, (Attended in absence of Mr. Ludtke)

G. J. Hardy, Office of Education

T. A. Veenstra, Housing Branch, Labor Division, O.P.M.

M. J. McAuliffe, District Manager, Fourth District, U. S. Civil Service Commission.

Thomas D. Dunn, Assistant District Manager, Fourth District, U. S. Civil Service Commission (Alternate for Mr. McAuliffe)

Justin Herman, Director of Reemployment Section, W.P.A.

C. W. Mitzel, Regional Labor Representative, O.P.M.

Walter Burr, Assistant to the Chief of the Labor Supply Branch, O.P.M.

Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for Mr. Woodall)

Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board

W. S. Oglesby, Assistant Regional Representative, Regional Office, Social Security Board

At the interim meeting of representatives of the Fourth Regional Labor Supply Committee, held on November 10, final plans were made for the full committee meeting to be held in the Hampton Roads area, and the following action was agreed upon:

1. The Acting Chairman would contact the Employment Security agencies of Virginia, North Carolina, and West Virginia and request that meetings of the Councils of State Administrators be held, the W.P.A. consultants also to be present, for the purpose of compiling information regarding available and potential labor supply in these States.

2. The Acting Chairman would send members of his staff to each of the States to assist them in any way possible in developing the requested information.

3. The Acting Chairman and the representatives of Vocational Education, Work Projects Administration and National Youth Administration would agree on the information to be requested of the States and each agency would request its constituent State agencies to cooperate with the other three State agencies in developing the information.

4. The meeting in the Hampton Roads area would be held on November 24 and 25. The Acting Chairman would request the Virginia Employment Security agency to arrange accommodations for the meeting. If possible, accommodations would be secured at Norfolk.

5. Representatives from the Norfolk Navy Yard, Naval Air Station, Naval Operating Base, Yorktown Naval Mine Depot, Newport News Shipbuilding and Dry Dock Company and Norfolk Shipbuilding and Dry Dock Corporation; the managers of the Norfolk, Portsmouth and Newport News Employment Service offices; the members of and Work Projects Administration consultants to the Councils of State Administrators of Virginia, North Carolina and West Virginia; and a representative of the Housing Branch of the Office of Production Management would be invited to meet there with the committee.

6. On November 24, the members of and Work Projects Administration consultants to the Councils of State Administrators, the managers of the three local employment offices, and the committee will meet to discuss the labor supply information secured in the States.

7. On November 25, the committee will meet with the officials of the naval units and the private shipbuilding companies.

Myrdahl
Schafer

INTERIM MEETING OF REPRESENTATIVES OF FOURTH REGIONAL LABOR SUPPLY COMMITTEE

November 4, 1941

The Acting Chairman is considering the advisability of holding the next meeting of the Regional Labor Supply Committee at Norfolk, Virginia. If this is done, the sole objective of that meeting will be to discuss and consider labor demand problems which are being encountered by the entire shipbuilding industry in the Hampton Roads area and to develop courses of action to overcome such problems.

In order that adequate advance preparations can be made regarding information on labor demands of, and supply for, the shipbuilding industry in the Hampton Roads area, the following persons met with the Acting Chairman at his request, on the date indicated above:

Leroy Sherman, Chief, Inventories and Placement Section, Division of Youth Personnel, National Youth Administration, (Alternate for Dr. Hayes)

E. M. Claude, Assistant to Mr. E. G. Ludtke, Agent for Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. Ludtke)

C. B. Brewster, Training Representative, Division of Training and Reemployment, Work Projects Administration (Attended in absence of Mr. Herman)

Thomas D. Dunn, Assistant District Manager, Fourth District, U. S. Civil Service Commission (Alternate for Mr. McAuliffe)

Graham Martin, Assistant Regional Director, Defense, Health and Welfare Services, Social Security Board

Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for Mr. Woodall)

Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board

W. S. Oglesby, Assistant Regional Representative, Regional Office, Social Security Board

The following action was agreed upon:

1. The Acting Chairman's staff would develop information regarding the supply in Virginia, North Carolina, and West Virginia of workers experienced in shipbuilding and related occupations, and of available trainees who have completed courses in such occupations.

2. The Office of Education, National Youth Administration and Work Projects Administration would develop the following information for their respective agencies concerning the States indicated above:

   (a) Number of persons engaged in training in shipbuilding occupations.

   (b) Extent to which training facilities in shipbuilding occupations can be expanded.

3. The representatives of the Office of Education, National Youth Administration and Work Projects Administration would confer with Mr. Dunn on November 5 to effect arrangements whereby in the Civil Service announcements of examinations for jobs in the Norfolk Navy Yard, proper credit can be given for training secured by an applicant with either of the three agencies.

4. The following persons should be invited to the meeting at Norfolk:

   (a) The Commandant and other officials of the Norfolk Navy Yard.

   (b) Representatives of all the private shipbuilding firms in the Hampton Roads area.

   (c) Members of the Councils of State Administrators of Virginia, North Carolina and West Virginia.

   (d) A representative of the Defense Housing Authority.

   (e) Such representatives of the Regional Labor Supply Committee as will have a direct interest in this particular problem.

5. Another interim meeting of the group indicated above will be held in the Acting Chairman's office at 10:00 a.m., November 10, to consider the information developed on labor demands and supply and to make final preparations for the meeting at Norfolk.

When the date of the Norfolk meeting has been determined, proper notice will be given.

CONFIDENTIAL

MINUTES OF EIGHTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE ( REGION IV )
Held at Norfolk, Virginia - November 24 and 25, 1941

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Meeting of November 24 - Subject: Labor Supply

Those attending:

Committee Members

James H. Woodall, Acting Chairman
M. J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission
Fred H. Drayer, Labor Relations Specialist, Farm Security Administration
Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
Arthur L. Schoenthal, Sr. Apprenticeship Field Representative, U. S. Department of Labor (Alternate for Mr. Moore)
William J. Easton, Assistant Chief, Reemployment Section, Training and Reemployment Division, Work Projects Administration (Attended in absence of Mr. Herman)
E. M. Claude, Special Representative, Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. Ludtke)
L. W. Webb, Jr., Engineering Science, Management Defense Training (Attended in absence of Mr. Van Leer)
Leroy Sherman, Chief, Labor Needs and Supply, Division of Youth Personnel, National Youth Administration (Alternate for Dr. Mary H. S. Hayes)

Others

Walter Burr, Assistant to the Chief of the Labor Supply Branch, Office of Production Management
Frank T. deVyver, Special Industrial Consultant, Bureau of Labor Statistics (Alternate for Professor Snavely)
Theodore A. Veenstra, Economist, Housing Branch, Labor Division, Office of Production Management
G. J. Hardy, Special Representative, Trade and Industrial Education, U. S. Office of Education
Mrs. L. Lamar Matthews, Regional Informational Service Representative, Social Security Board
Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for Mr. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board
William R. Howell, Special Representative, U. S. Civil Service Commission
Victor Fields, Special Representative, U. S. Civil Service Commission
James C. Evans, Vocational Training Assistant, Negro Employment and Training Branch, Office of Production Management
D. E. Henry, Field Representative, U. S. Department of Labor

Virginia

Frank A. Cavedo, Director, Virginia State Employment Service, Richmond, Virginia
Jack Hurt, Field Supervisor, Virginia State Employment Service, Richmond, Virginia
Calvin C. Tennis, Field Supervisor, Virginia State Employment Service, Newport News, Virginia
Allen W. Moore, Acting Director, Division of Research and Statistics, Unemployment Compensation Commission, Richmond, Virginia
B. H. Van Oot, State Director of Trade and Industrial Education, State Department of Education, Richmond, Virginia
A. S. Owens, Assistant State Supervisor of Trade and Industrial Education, State Department of Education, Richmond, Virginia
George E. Koenig, Assistant State Supervisor, Defense Training, State Department of Education, Richmond, Virginia
T. Edwin Burke, Deputy State Administrator, National Youth Administration, Richmond, Virginia
J. J. Williams, Director, National Youth Administration Resident Shipbuilding Project, Norfolk, Virginia
B. L. Lewis, Special Representative, National Youth Administration, Norfolk, Virginia
Ford Hibbard, State Director, Division of Training and Reemployment, Work Projects Administration, Richmond, Virginia
J. F. Glover, Work Projects Administration District Manager, Richmond and Norfolk, Virginia
Julian E. Isentot, Manager, Virginia State Employment Service, Portsmouth, Virginia
Paul L. Bryan, Jr., Manager, Virginia State Employment Service, Norfolk Virginia
E. P. Hornlein, Manager, Virginia State Employment Service, Newport News, Virginia

North Carolina

R. Mayne Albright, Director, North Carolina State Employment Service, Raleigh, North Carolina
George W. Coggin, State Supervisor, Trade and Industrial Education, Raleigh, North Carolina
George M. Suggs, State Director, Division of Youth Personnel, National Youth Administration, Raleigh, North Carolina
W. Carl Wilson, State Director, Division of Training and Reemployment, Work Projects Administration, Raleigh, North Carolina

West Virginia

A. Carl Carey, Chief, West Virginia State Employment Service, Charleston, West Virginia
Richard R. Zoeckler, Reporting Supervisor, West Virginia State Employment Service, Charleston, West Virginia
W. A. Williams, State Director, Vocational Training for Defense Work, Charleston, West Virginia
Glenn S. Callaghan, State Administrator, National Youth Administration, Charleston, West Virginia
A. M. Starling, State Director, Division of Training and Reemployment, Work Projects Administration, Charleston, West Virginia

Mr. Woodall opened the meeting and introduced Mr. Cavedo, who gave a short welcoming address. Mr. Woodall then explained the purpose of the meeting and outlined the problem under consideration. He was followed by Mr. Burr, who spoke on (1) the organization and functions of the Regional Labor Supply Committee and (2) the organization and functions of Councils of State Administrators and their relationship to the Regional Labor Supply Committee.

At the outset, Mr. Burr suggested that in view of the excellence and importance of the statements just made by Mr. Woodall, the committee should take action in its executive session to have them incorporated verbatim in the minutes of the meeting.

He indicated the necessity of close and effective cooperation between all agencies engaged in the defense effort. He stressed the importance of subjugating self and agency wherever necessary in order that there be a meeting of minds for action to fulfill the defense needs. The significance of training to make up for the lack of experienced workers at the beginning of the defense program was also pointed out.

Mr. Burr emphasized the importance of regular meetings of both State and Local Councils. He urged that the Councils should enlarge their scope whenever this would be helpful, should request freely advice from other persons, and should keep the Regional Labor Supply Committee currently advised of steps taken to solve problems. He urged also that, to the greatest degree possible, Local Councils should iron out their problems locally.

The members of the Councils of State Administrators represented, namely, Virginia, West Virginia and North Carolina then gave reports on labor supply and training facilities in their respective States.

A tabulation of the figures reported by the State agencies indicated that approximately 3000 trainees are now referrable to the Norfolk Navy Yard or to other defense employers requiring similar skills, 8000 persons are now in training adaptable to the needs of the Norfolk Navy Yard and other defense employers and 34,000 potential trainees are available. Therefore, the total estimated present and potential trainee labor supply from these three States is approximately 45,000.

In the afternoon, the committee engaged with the State representatives in a preliminary round table discussion on ways in which the Employment Service, Vocational Education, National Youth Administration and Work Projects Administration of the States can meet their responsibilities in supplying the labor needs of employers in the Hampton Roads area. These discussions were continued the next day by the State representatives while the committee was meeting with officials of Naval Departments and private shipbuilding firms. The topics considered and a summary of the discussions and conclusions reached, are indicated later in the minutes.

Meeting of November 25 - Subject: Labor Demand

Those attending:

Committee Members

James H. Woodall
M. J. McAuliffe
Fred H. Drayer
Theodore R. Poston
Professor Tipton R. Snavely
Arthur L. Schoenthal
William J. Easton
E. M. Claude
L. W. Webb, Jr.
Leory Sherman

Others

Rear Admiral Felix Gygax, Commandant, Norfolk Navy Yard, Portsmouth, Virginia
Commander F. B. Britt, Norfolk Navy Yard, Portsmouth, Virginia
S. J. Casey, Recorder, Labor Board, Norfolk Navy Yard, Portsmouth, Virginia
Rear Admiral O. L. Cox, Supervisor of Shipbuilding, Newport News Shipbuilding and Dry Dock Company, Newport News, Virginia
Commander L. L. Dean, Newport News Shipbuilding and Dry Dock Company, Newport News, Virginia
A. Albert Giese, Assistant Personnel Manager, Newport News Shipbuilding and Dry Dock Company, Newport News, Virginia
Captain E. M. Woodson, Naval Operating Base, Norfolk, Virginia (for Commandant)
Lieutenant Commander N. A. Draim, Assembly and Repair Officer, Naval Air Station, Naval Operating Base, Norfolk, Virginia
Lieutenant Commander J. G. Johnson, Sr. Assistant Assembly and Repair Officer, Naval Air Station, Naval Operating Base, Norfolk, Virginia
Commander A. G. Cook, Jr., Acting Inspector of Ordnance in Charge, Naval Mine Depot, Yorktown, Virginia
C. S. Rogers, Vice President and General Manager, Norfolk Shipbuilding and Dry Dock Corporation, Norfolk, Virginia

Thomas B. Morton,
Commissioner of Labor for Virginia
Walter Burr
Frank T. deVyver
Theodore A. Veenstra
G. J. Hardy
Mrs. L. Lamar Matthews
Myer Freyman
Wirt A. Gill
Victor Fields
James C. Evans
Paul L. Bryan

Mr. Woodall outlined the nature of the labor supply problem in the Hampton Roads area and explained the purpose of the meeting. He advised the Naval and private shipbuilding officials of the meeting held the previous day, of the information on labor supply developed and of the readiness on the part of the committee and the State agencies to serve them in providing the necessary labor. He requested information on labor demand and housing conditions in the area, and suggested that, if possible, definite commitments be made later by the establishments represented, concerning the number and types of workers they desired to secure through the State agencies.

Mr. Burr then described the formation, organization and functions of the Regional Labor Supply Committee.

Naval and private shipbuilding officials then outlined their labor needs and housing problems:

Norfolk Navy Yard

Admiral Gygax, Commander of the Yard, stated that approximately $40,000,000 was being expended to improve and expand the facilities of the Yard. He stated that at present approximately 27,000 people were employed at the Yard, and that a net addition of approximately 12,000 at the rate of about 1,000 per month was expected in 1942.

Admiral Gygax outlined the serious housing shortage in the Portsmouth area and its effect upon the Yard's labor problems. He stated that a survey taken sometime ago indicated a need for better housing facilities for 5,000 married and 1,000 single men. A questionnaire distributed among 25,000 Yard employees, from which there was a return of 20,000, showed less then 100 vacant rooms in the area. He emphasized that not a single Government housing project for negro workers had been started. He indicated also that housing facilities would have to be provided for most of the workers to be added next year.

Commander Britt submitted detailed estimates of labor needs by occupation, and stated that at the present time the Yard had 3500 men in training, of whom 1200 were apprentices. He estimated that it would be necessary for training authorities and the Employment Service to furnish approximately 7,000 workers. Extensive publicizing of the Yard's need for workers was urged. He pointed out that labor turnover is a serious problem with over 500 separations a month. He stated that extensive upgrading is being done and that negroes participate in it.

Naval Operating Base Air Station and Mine Depot

Captain Woodson and Commanders Draim, Johnson and Cook then outlined the labor needs of these establishments. Approximately 2400 additional workers will be required in the first six months of 1942. The Air Station has been experimenting with the re-training of automobile mechanics as aircraft mechanics, and so far the results of this experiment are successful. The next pressing need at the Air Station is for aviation metal smiths. At the Naval Mine Depot, it has been difficult to obtain ordnance men who are reliable at

the salaries which can be paid them. The supply of skilled torpedo men is considered exhausted. The serious housing shortage for workers at this establishment was also indicated.

All of the Naval officials were very explicit in their praise and appreciation of the assistance rendered by the United States Civil Service Commission, particularly by Mr. McAuliffe and his assistants. They requested that their expressions in this connection be made a matter of record.

Newport News Shipbuilding and Dry Dock Company

Mr. Giese stated that 6,000 men would be needed at Newport News Shipbuilding and Dry Dock Company during the coming year, but that his company felt they could meet this labor need through their own recruiting and training methods. He explained that the company felt that general training courses which give familiarity with tools and establish work habits were of value, but did not consider necessary the establishment of any such courses for them.

Admiral Cox stated that his work in carrying out the naval inspection of vessels under construction at Newport News Shipbuilding and Dry Dock Company was hampered because he could not obtain experienced inspectors at the wage offered. He needed 25 additional inspectors. He indicated, however, the present bottleneck at this plant was lack of material. Inadequate housing for single men and negroes was also stressed.

Norfolk Shipbuilding and Dry Dock Corporation

Mr. Rogers, Vice President and General Manager, pointed out that his plant was a repair yard and naturally the employment fluctuated. It ranged from small employment to over 1500, with an average of about 1000. He stated it was especially difficult to find men at this time and that full employment on their second shift was not now possible. This establishment is undergoing expansion of facilities which will result in a need for additional workers in the latter part of 1942.

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In regard to housing, Mr. Veenstra stated the appropriation for housing was exhausted in August. A bill has been pending in Congress for three or four months which may be reported out soon. However, it may take another month to get an appropriation passed. He did not feel very hopeful that any houses could be erected in the area before next spring. He said that, nevertheless, he understood the Defense Coordinator has a program under way in this area.

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After the meeting with the Naval officials and employers, the committee convened again with the State representatives and advised them of the labor needs in the Hampton Roads area and that machinery would be developed for orderly recruitment, training and transfer of workers to meet such needs. It was requested that the States inform the Acting Chairman of pools

of trainees that now exist, and in advance of graduation of such trainees, so that all parties concerned could work together to facilitate their transfer to Hampton Roads employers.

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Topics Considered at Round Table Dicussions and Summary of Discussions and Conclusions Reached

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Topics:

(1) Registration, selection and referral of trainees to courses and to job openings.

(a) Efforts to register and recruit for training, persons in isolated areas.

(2) Civil Service recruitment methods and the cooperative arrangements with the Employment Service.

(3) Fuller utilization of present training equipment.
Possible transfer of trainees to centers where equipment is not being fully utilized.
Possible transfer of equipment to localities where supplies of potential trainees exist.
Possible expansion of training facilities.

(4) Methods of developing effective cooperation between local school, National Youth Administration, Work Projects Administration and Employment Service officials to have common information on labor supply and to meet labor needs of Defense employers.

Discussions and Conclusions:

(1) (a) The responsibility of recruiting and referring trainees should be handled only by the Employment Service.

(b) The various agencies concerned should cooperate thoroughly to assure that this is done.

(c) The Employment Service will be expected to make the necessary provisions to facilitate the performance of this work.

(d) Every person in a pre-employment or pre-employment refresher training course and every person employed in a defense center or on a defense project must be registered with the Employment Service. The Employment Service must be notified if and

when a trainee completes the training or work experience, or leaves the training course or work project for any reason. It was agreed that immediate steps would be taken by the Councils represented to see that this obligation is fulfilled.

(e) Youth to be employed on National Youth Administration defense projects will be registered in the local employment office nearest the applicant's residence. An exception to this rule will be made in cases where trainees live at such great distance from a local employment office that registration at the local office nearest their home would not be feasiable or practical. In such cases, youth will be registered at the local office nearest the National Youth Administration Resident Center, or, in some cases, at the resident training center itself, if this proves necessary.

(f) The Employment Service should extend its advertising and itinerant programs in order to recruit trainees more effectively, particularly in the isolated areas.

(2) Mr. McAuliffe indicated steps necessary in securing personnel for Government establishments. He noted the changes in the present labor market and the effect upon the type of workers available. As a result, it would be necessary to secure workers in the helper trainee, mechanic learner and apprentice classifications for employment at the Norfolk Navy Yard. He stated that the Employment Service has been very helpful in recruiting workers.

(3) (a) The memorandum of November 17 from the National Labor Supply Committee to all Acting Chairmen, Regional Labor Supply Committees, on the subject, "The Authorization for Training in Specific Occupations in Excess of Local Needs", indicated that there should be extension of training programs in definite subjects to the full capacity of facilities available, provided that qualified instructors and trainees are available. It indicated also that this procedure does not authorize the creation of new facilities. State representatives' interpretation was to the effect that this statement did not prevent a request by the Vocational Education authorities or the National Youth Administration, of their agency in Washington for new facilities, rather that it was an indication that blanket authorization for the creation of new facilities was not being given by the memorandum.

(b) Youth can be transported by National Youth Administration to a given place for work experience, but not solely for training. Vocational Education authorities can transport trainees to and from training courses in all States except North Carolina. No transportation is provided under the present plan in North Carolina. Work Projects Administration can render assistance in regard to persons on Work Projects Administration who are enrolled in Vocation Education defense training courses by supplying "dollar a day" subsistence. In

several States, Vocational Education and National Youth Administration are cooperating in furnishing transportations and are seeing to it, through their cooperative efforts, that trainees get to and from their work experience and training.

(c) Local communities are very loath to have their facilities removed to points where such equipment could have greated utilization in the defense training effort. It was the consensus that when this was necessary and at all feasible it would be done.

(4) The following suggestions were made for furthering cooperation among agencies represented on the Council of State Administrators and Work Projects Administration:

(a) That Councils attempt to check the accuracy of labor market reports and consider them in the light of action indicated by them.

(b) That Councils give thought to the reconsideration and reconciliation of discrepancies in the labor supply figures reported by the several agencies.

(c) That regular meetings be held, that agenda be prepared for both State and local meetings and that each State Council give leadership to its local Councils.

(d) That the practice of approval by State Councils of appointments to Local Councils, in conformity with established procedures, be followed.

(e) That a local Work Projects Administration representative be brought in as a consultant wherever a Council of Local Administrators is established.

(5) (a) In regard to the joint relationships between Vocational Education and National Youth Administration on those persons receiving work experience from the National Youth Administration and training from the Vocational Education authorities concurrently, the matter of jurisdiction over such youth, was determined to be the joint responsibility of the instructor of the training course and the National Youth Administration foreman.

(b) A question was raised on the definition of "need" by National Youth Administration in determining eligibility for employment for employment on the National Youth Administration program. It was indicated that such interpretation in each State is left to the State Administrator of the Natioal Youth Administration.

(c) In regard to the fulfillment of Employment Service's responsibility for the recommendation of training courses based on labor demand, both within and without the State, it was pointed out that this matter is of greater importance in the States where the demand for labor exceeds supply than in those States where the reverse is true. It was also indicated that even in those States where labor supply is in excess of demand, the Employment Service is looked to for labor market information.

(d) Mr. Schoenthal pointed out the danger of too extensive training in blind alley occupations and urged in lieu thereof, greater expansion of apprenticeship courses at government and private establishments, in order to produce more fully rounded journeymen.

(e) Action on several proposals calling for the enlargement of the scope of State Councils' activities was considered unnecessary by the State representatives.

State representatives went on record to the effect that this meeting had helped them to see the increasing importance of their work as Councils of State Administrators and that everything possible would be done to expedite defense training in the States represented.

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Executive Sessions of Committee, November 24 and 25.

Those attending:

| Committee Members | Others |
|---|---|
| James H. Woodall | Walter Burr |
| M. J. McAuliffe | Frank T. deVyver |
| Fred H. Drayer | Theodore A. Veenstra |
| Theodore R. Poston | G. J. Hardy |
| Professor Tipton R. Snavely | Myer Freyman |
| Arthur L. Schoenthal | Wirt A Gill |
| William J. Easton | Dillard E. Bird |
| E. M. Claude | James C. Evans |
| L. W. Webb | |
| Leroy Sherman | |

The minutes of the previous full and interim committee meetings which had been mailed previously to the committee members, were adopted.

The executive sessions were attended by committee members, alternates, Mr. Burr and members of the Regional office staff who were present at the meeting.

Mr. Woodall expressed regret over the jealousies existing at State levels between the State organizations having to do with labor supply problems, and stated Washington officials should work together effectively to improve the situation.

Action Taken:

(1) The committee agreed that Mr. Woodall's talk of November 24 be mimeographed and attached to the minutes as part of them.

(2) The committee agreed that agencies dealing with labor supply should work closer together.

(3) In regard to inquiry by Mr. Poston concerning the progress made in establishing training courses for negroes in Norfolk, Mr. Claude stated that a study is being made now and agreed to follow thru in the matter.

(4) The committee agreed that Councils of State Administrators should be urged to establish training courses for negroes comparable to training courses for whites in accordance with the laws governing defense training. The State representatives are advised of this action.

(5) The committee agreed that it should emphasize to the State Employment Services the necessity of having their local office people now and at appropriate times before the completion of training courses, give full assistance to the trainees in completing the Civil Service application blanks and all other forms necessary to be filled out with regard to employment at the Navy Yard, to aid them in pointing out physical requirements and other qualifications necessary to be met, and to solicit the assistance of the other agencies involved. The State Employment Service officials were notified of this action.

(6) The committee authorized a sub-committee to meet on Monday, December 1, to further discuss the committee's work in connection with meeting the labor demands of the Norfolk employers and making definite recommendations to the Councils of State Administrators.

(7) The committee agreed that at the next meeting of the full group which will be held on December 15, 1941 at 10:00 a.m. in Room 608, Arlington Hotel Building, the problems of sub-committees and regular meeting dates will be taken up.

It was the consensus of the members that the Norfolk meeting was the most beneficial the committee had ever held.

There being no further business before the committee, the meeting was adjourned.

INTRODUCTION AND OUTLINE OF THE PROBLEM
NOVEMBER 24, 1941
by
James H. Woodall

* * * * * * * * *

On behalf of the Fourth Regional Labor Supply Committee, I wish to tell you how delighted we are to have you, the representatives of the various State agencies concerned with the problems of labor recruitment, training and placement in the defense effort, present at this meeting. This is the first time our committee has endeavored to hold a meeting away from Washington. The objectives and purposes of this meeting certainly justify our getting together here in Norfolk. We are all hopeful that the results of our efforts will be tangible and beneficial.

I feel that there will probably be other areas in the Fourth Region in which similar meetings could be held later. Whether they will be held in those areas depends, I believe, to a very great extent on the accomplishments of this meeting.

Briefly, the problem with which we are faced in the Hampton Roads area is this: During the next 13 months the defense employers in this area will need at least 24,000 additional workers and on the basis of some estimates this may run to 33,000. The great majority of these will be required by the Norfolk Navy Yard and private shipbuilding companies. Although we believe the figures we have concerning these labor needs are accurate, tomorrow we hope to learn exactly from the various shipbuilding employers of this area how many workers they need and in what occupations.

Tomorrow we hope also to learn from the employers the extent and nature of the assistance they desire to be provided by our various agencies which are operating in the field of labor supply. With that in mind, we have requested you to prepare in advance specific information regarding labor supply in the way of

workers and trainees which you in Virginia, West Virginia and North Carolina can provide now and in the future. A tabulation of figures furnished by your 3 States shows a potential supply of 42,000 workers if we include those now referrable, those in training and those that could be trained. Just as we anticipate having a complete discussion on the phase of labor demand tomorrow, we expect to have a thorough discussion on the phase of labor supply today. In this respect, I sincerely request your full cooperation and interest. We are hopeful that at the end of today's sessions, we will have arrived at an intelligent understanding regarding the labor supply for the shipbuilding industry which can be counted on from your three States, and to present that information to the employer tomorrow, not only as advice in which all of you concur, but also as commitments which all of you working collectively and cooperatively in your respective States, will fulfill.

I want to say a word or two more about this matter of collective and cooperative action in relation to the situation with which we are faced today. We are engaged in a defense effort which to me, speaking in an unofficial sense, is so close to war that it is almost impossible to tell the difference from it and war. To achieve the proper results in this defense effort requires on our part an appreciation of the seriousness of it, which I am afraid most of us do not yet have. We are being asked to furnish labor needed to build ships, aeroplanes, tanks and other defense equipment. No one agency can do that job in the face of the labor market as it stands today. No agency or individuals engaged in an agency can assert to themselves a sense of exclusive prerogatives or rights, or maintain selfish attitudes and expect that the work of its agency or the efforts of such an individual are the best that can be expended in this defense effort. There must be a moratorium on selfishness and petty jealousies. We must all pitch in and do our part, with the feeling that when the defense effort has proved

successful and the right to maintain our way of life has been preserved to us, those things in themselves will be sufficient credit to all of us for the job we have done.

I say these things with no thought of being dramatic or sentimental, but purely for the purpose of driving home this one plain, bald fact--the most essential job we in this country have to do today is to equip this nation with an adequate defense and no one of us can sit back and feel he has finished his work in the program until the last worker needed by defense industries has been furnished.

If you representatives from the States have the feeling that such responsibilities rest only with the Regional Labor Supply Committee, permit me to say now that you are mistaken. The committee has been established for the purpose of securing collective action in major labor supply problems. The committee's feeling is that when various State agencies have reached the limit of their capacity to solve a major labor supply problem within a State, the assistance of the committee will then be requested. In the case of the Hampton Roads area, we have called this meeting before all of those steps have been taken, for two reasons:

(1) The Committee recognizes the labor needs of this Hampton Roads area to be a major problem.

(2) This problem will require full action on the part of the agencies of at least your three States.

In the final analysis, the work is to be done in the local areas. It is i those areas in which the experienced workers that do remain unemployed must be recruited, and in which inexperienced persons must be trained. You representative direct the activities in those local areas. Therefore, until you have exhausted all of your resources and efforts in this responsibility, this is your problem. You can count on our committee to help you in every way possible, but the fact remains that this is your problem.

In this connection, therefore, we want you to understand and feel that this is your meeting. Tomorrow we will impress the employers with the fact that that is their meeting. Please, therefore, give to the discussions today all that you have and let us make this a worthwhile day.

I am sure that all of you from the three States want to acquire, if you do not already have it, a full understanding of the responsibilities and objectives of the Regional Labor Supply Committee. In order that you may have a complete understanding of this, we have been fortunate in bringing to this meeting Mr. Walter Burr, Assistant to Mr. Arthur S. Flemming, Chief of the Labor Supply Branch in the Office of Production Management.

I felt also that it would be very helpful to our regional committee if it could have at this meeting a full explanation of the functions of Councils of State Administrators and of the relationship of such councils to the Regional Labor Supply Committee. Unfortunately, Colonel McSherry, National Director of Defense Training, has been ill and regrets, therefore, that he could not be present. However, he stated that he has been fortunate in being able to use Mr. Burr for just such a purpose in various sections of the country and requested that Mr. Burr discuss this subject in his behalf.

I take pleasure in presenting Mr. Burr who will discuss the two subjects of: (1) Organization and functions of the Regional Labor Supply Committee; and (2) Organization and functions of Councils of State Administrators and their relationship to the Regional Labor Supply Committee.

CONFIDENTIAL

INTERIM MEETING OF REPRESENTATIVES OF FOURTH REGIONAL LABOR SUPPLY COMMITTEE

December 1, 1941

Present at the meeting:

James H. Woodall, Acting Chairman

M. J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission

Leroy Sherman, Chief, Labor Needs and Supply, Division of Youth Personnel, National Youth Administration (Alternate for Dr. Mary H. S. Hayes)

E. M. Claude, Special Representative, Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. Ludtke)

Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management

William J. Easton, Assistant Chief, Reemployment Section, Training and Reemployment Division, Work Projects Administration (Attended in absence of Mr. Herman)

T. A. Beatty, Regional Youth Personnel Officer, National Youth Administration

Myer Freyman (Alternate for Mr. Woodall)

Wirt A Gill, Regional Economic Analyst, Regional Office, Social Security Board

W. S. Oglesby, Assistant Employment Security Representative, Social Security Board

Herbert Borchardt, Regional Labor Information Representative, Social Security Board

Action Taken

After discussion of the activities since the Norfolk meeting in regard to the labor needs in the Hampton Roads area, the following action was agreed upon:

1. All applications for employment at the Norfolk Navy Yard should be filled out for Helper Trainee.

2. Full cooperative action by the various agencies in each State should be taken to have the application blanks for persons who have already completed training filled out without any delay and forwarded to the Employment Office at Portsmouth. Each Washington agency directly concerned with these trainees should notify its constituent agency to render full aid to the Employment Service in this respect and the State Employment Services should be requested to call on the various agencies to furnish assistance.

3. The State authorities should be instructed that, in every case, the application blank and a certificate of completion of training course must be filled out in full detail.

4. The State authorities should be advised again that Negro applicants are acceptable.

5. Mr. McAuliffe will check to determine whether the medical certificate can accompany the application blank.

6. The State agencies should be requested to endeavor to have physical examinations given by public spirited physicians without cost to applicants who cannot pay for examinations.

7. The State Employment Services will be requested to advise the Acting Chairman of the number of applications forwarded.

8. Mr. McAuliffe will advise the committee of the number of applicants hired.

9. The local W.P.A. and N.Y.A. authorities will determine the number of applicants who are from their rolls and then inform the Regional committee through the State Employment Service.

10. Efforts should be made to effect arrangements with local welfare authorities for transportation of applicants needing this assistance

11. The Virginia State Employment Service should be requested to establish a register of housing facilities available in the Norfolk area if one does not exist now.

12. Mr. McAuliffe indicated that if the register was established, space for the Employment Service representative handling this responsibility could probably be provided at the Labor Board of the Navy Yard.

13. Contact should be made with the Maritime Commission to determine whether passenger boats not being used now could be stationed at Norfolk to house workers.

14. Sub-committees of the Regional committee should visit the States at various times to see if proper arrangements are being made with the trainees for the Navy Yard before they complete their training courses, and to check generally the progress in serving the Navy Yard needs.

15. The full Regional committee should consider the advisability of holding its January meeting in Charleston, West Virginia.

16. Sub-committees should be appointed to plan for the Regional committee meetings and the Acting Chairman should have the authority to determine the number and composition of such sub-committees.

INTERIM MEETING OF REPRESENTATIVES OF FOURTH REGIONAL LABOR SUPPLY COMMITTEE

November 22, 1941

Present at the meeting:

James H. Woodall, Acting Chairman

W. J. Easton, Assistant Chief, Reemployment Section, Training and Reemployment Division, Work Projects Administration (Attended in the absence of Mr. Herman)

M. D. Knight, Chief, Placement Unit, Reemployment Section, Training and Reemployment Division, Work Projects Administration

R. M. Lyman, Assistant Chief, Labor Needs and Supply Section, National Youth Administration (Attended in the absence of Mr. Sherman)

E. M. Claude, Assistant to Mr. E. G. Ludtke, Agent for Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. Ludtke)

Mrs. L. Lamar Matthews, Regional Informational Service Representative, Social Security Board

Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for Mr. Woodall)

Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board

Action Taken

The figures on labor supply which were submitted by the agencies in the States of Virginia, North Carolina and West Virginia were checked for the purpose of having them compiled on the basis of totals for all three States. There appeared to be a discrepancy or two in the Virginia figures, which were checked and corrected by telephone at the time of the meeting. With these changes the committee members present agreed that the totals presented by Mr. Gill appeared to be reasonably accurate.

CONFIDENTIAL

MINUTES OF NINTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE ( REGION IV )

December 17, 1941

Those attending:

Members

James H. Woodall, Acting Chairman
M. J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
Lenoard Outhwaite, Consultant on Minority Groups, Office of Production Management
G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office of Education (Attended morning session)
Dr. Mary H. S. Hayes, Director, Division of Youth Personnel, National Youth Administration (Attended afternoon session)
Justin Herman, Director of Reemployment Section, Work Projects Administration
Theodore R. Poston, Public Relations Counsellor, Negro Employment and Training Branch, Office of Production Management
Commander D. H. Stuart, USN (Ret.), Personnel Officer, Navy Yard, Washington, Representative of the Navy Department
Major Paul K. Klaesius, Representative of Office of Under Secretary of War, and Army Representative of Army and Navy Munitions Board
C. W. Mitzel, Regional Labor Representative, Office of Production Management
S. S. Steinberg, Dean, College of Engineering, University of Maryland, Representative of Defense Training (Engineering)
Fred H. Drayer, Labor Relations Specialist, Farm Security Administration, Representative of Department of Agriculture, Agricultural Workers and Agricultural Employers

Others

Walter Burr, Assistant to the Chief of the Labor Supply Branch, Office of Production Management
J. W. Mackenzie, Area Representative, Bureau of Employment Security, Social Security Board
Dr. Frank T. deVyver, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics (Alternate for Professor Snavely)
Arthur L. Schoenthal, Sr. Apprenticeship Field Representative, Apprenticeship Unit of Division of Labor Standards (Alternate for Mr. Moore)
LeRoy Sherman, Chief, Labor Needs and Supply, Division of Youth Personnel, National Youth Administration (Alternate for Dr. Hayes - Attended morning session)
Henry T. Douglas, Assistant District Representative, Training Within Industry (Attended in absence of Mr. Hook)
Ben E. Harris, U. S. Office of Education (Attended afternoon session in absence of Mr. Ludtke, Alternate for Mr. McGarvey)
Julius M. Gardner, Field Assistant, Negro Employment and Training Branch, Office of Production Management (Alternate for Mr. Poston)
G. C. Royal, Jr., Assistant in Labor Displacement and Need, Labor Supply Branch, Office of Production Management

William J. Easton, Assistant Chief, Reemployment Section, Training and Reemployment Division, Work Projects Administration
Theodore A. Veenstra, Economist, Housing Branch, Labor Division, Office of Production Management
Alexander Fleisher, National Resources Planning Board
Mrs. L. Lamar Matthews, Regional Informational Service Representative, Social Security Board
Myer Freyman, Assistant Employment Security Representative, Social Security Board (Alternate for Mr. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Dillard E. Bird, Technical Analyst, Regional Office, Social Security Board

The subjects numbered below represent the topics discussed at the meeting. The action taken in regard to these subjects is indicated under each topic.

1. Minutes of Previous Meeting

The minutes of the eighth full committee meeting and of the interim meeting of representatives of the committee which was held on December 1, were approved unanimously.

2. Unfinished Business

(a) Progess Since Norfolk Meeting on Labor Supply Problems in Hampton Roads Area.

Mr. McAuliffe and Mr. Freyman discussed this subject. They had visited the Norfolk Navy Yard on December 5, and obtained a definite order for 8100 helper trainees, to be furnished at the rate of 150 a week, beginning December 15 and extending to December 31, 1942. Allocations of the unplaced trainee graduates and persons now in training have been made to the three States as follows: Virginia, 20% or 30 trainees a week; North Carolina, 35% or 55 trainees a week; and West Virginia, 45% or 65 trainees a week. It is estimated that these existing supplies of trainees will provide 5700. The remaining 2400 will be allocated later to these States on the basis of the persons and equipment they will have available to establish training courses specifically for the needs of the Navy Yard.

Housing Situation at Norfolk

Mr. Veenstra of the Housing Branch of OPM stated that approval of a housing program , which involves the building of about 15,000 homes in the Norfolk area, was expected within a few days. He felt that this program would be under way in a short time.

Committee Action — It was agreed that the committee should be informed of the progress of this program, and that it should be discussed, if possible, with officials of the Navy Yard by the Housing Coordinator's office. Mr. McAuliffe and Mr. Veenstra will follow through on this.

Housing Register for Norfolk

Mr. Veenstra will check on whether a housing register has been established in Norfolk by the Defense Housing Authority and advise the committee. If such a register does exist, the Virginia State Employment Service will be requested to cooperate with the officials operating it, for the benefit of workers recruited from other areas.

(b) Progress in Formation of Maryland State Labor Supply Committee.

Mr. Woodall gave a brief summary of the recommendations by the Regional Labor Supply Committee which led to the establishment of the State Committee.

He then read a letter from Mr. D. L. B. Fringer, Acting Chairman of this committee in which Mr. Fringer objected to the appointment of four of the members because they were not residents of Maryland.

Committee Action -- Mr. Drayer, Professor Snavely and Mr. Poston will endeavor to see if Maryland residents can be appointed to represent the Department of Agriculture, Occupational Outlook Service, Negro Employment and Training Branch, and Minority Groups Unit. The possibility of solving the problem, through the appointment by these agencies of $1.00 a year men, was suggested.

(c) Progress in Establishment of Training Courses for Negroes in Norfolk.

(1) Two supplementary classes in electrical work and sheet metal drafting, were started for Negroes in Norfolk during the latter part of November.

(2) The survey being made by the Office of Education is not yet completed. Upon receipt of this survey, further action will be taken by the committee.

(d) Present Status of Efforts to Serve Glenn L. Martin Company

(1) Clearance orders.

Committee Action — It was agreed that:

(a) The Maryland State Employment Service be urged to build up better relations with Glenn L. Martin Company.

(b) The Maryland State Employment Service should be advised to try and get short-time orders from Glenn L. Martin in order to speed up placements.

(c) The Acting Chairman will endeavor to work out an arrangement with Glenn L. Martin Company, whereby this Company will send a representative, accompanied by an Employment Service representative, to areas where labor supply is concentrated for the purpose of conducting pooled interviews. In such cases, the Glenn L. Martin Company should be prepared to make definite offers of employment. Efforts should be made to include Nashville, Tennessee in the itinerary.

(2) Housing out-of-state workers.

Now that Congress has made a large appropriation for defense housing, it is anticipated that the housing shortage in the Baltimore area will be alleviated. However, the housing problem in Baltimore is also tied up with the transportation problem, as the difficulty of commuting to the Glenn L. Martin plant is very serious. No action has yet been taken by the Pennsylvania Railroad to establish shuttle service.

Committee Action -- It was agreed that:

(a) The Acting Chairman will endeavor to obtain information regarding the agreement worked out between the Hercules Powder Company and the Norfolk and Western Railroad for shuttle service to Radford, Virginia, which was very successful.

(b) This information will be given to the Maryland State Labor Supply Committee for further action.

(e) Training Courses for North Carolina Hosiery Workers and Negroes

Dr. deVyver reported that very little has been done in North Carolina to train hosiery workers for other occupations. About 2,000 are out of work and 2,000 are working on a part-time basis. Only about 60 of these workers are in training. Many of these workers are women who cannot be transferred to jobs away from their homes. Further, there seems to be little training for Negroes in North Carolina.

Committee Action -- The Committee agreed that:

(1) Training authorities in North Carolina be instructed by the Office of Education to take active steps, with the aid of the Employment Service, towards establishment of training courses for hosiery workers and Negroes.

(2) The Acting Chairman look into the possibility of setting up plants for the making of sand bags in the Charlotte and Burlinton-Durham areas, to absorb women hosiery workers.

3. New Business

(a) Assignment to Maryland Committee of Problems Now in Hands of Regional Committee

Committee Action — The following problems are to be assigned to the Maryland State Labor Supply Committee for immediate action:

1. Relaxation of specifications by shipbuilding authorities in Baltimore to increase utilization of local labor supply.

2. Development and maintenance of adequate pre-employment and supplementary training courses for workers in shipbuilding industry.

3. Greatest possible utilization of women in defense plants in Maryland.

4. Development of plan for increased use of State Employment Service by shipbuilding industry.

5. High percentage of unemployed labor in Maryland not registered with State Employment Service.

6. Full utilization by defense plants in Maryland of in-plant training, up-grading and job breakdown to help solve needs for skilled workers.

7. Full utilization of available labor in and within commuting distance of Elkton to meet needs of explosives plants.

8. Negotiated transfers of skilled workers from non-defense to defense employment to meet shortages of skilled workers in defense plants.

9. Maintenance of adequate and sufficient training courses for Negroes in Baltimore.

10. Transportation difficulties to and from Glenn L. Martin Aircraft Company.

11. Specifically, labor demand or material shortage problems in the following plants:

Glenn L. Martin Aircraft Company
Bethlehem-Fairfield Shipyard, Inc.
Revere Copper and Brass Company
Balmar Corporation
Westinghouse Electric Company
Western Electric Company
Chevrolet Company
Explosives plants in Elkton

12. More orderly use of clearance system by Glenn L. Martin Company.

13. Intensive recruitment by Employment Service of all areas in Maryland, particularly isolated points, for trainees.

(b) Advisability of Meeting with Maryland State Labor Supply Committee.

Committee Action -- It was decided that the Regional Committee would not meet with the Maryland Committee at its first session, but that a joint meeting would be arranged at some future date.

(c) Displacement of Automobile Workers at Baltimore and Norfolk.

Mr. Gill reported that 600 automobile workers have been displaced at the Chevrolet plant in Baltimore. The Employment Service secured occupational check lists and has placed about 300 of these workers by transfers. Seniority slips have also been secured for them.

In Norfolk, there has been a movement of automobile workers on their own initative to local defense employment. Mr. Gill did not know of any agreement in Norfolk to protect these workers' seniority rights.

He further indicated a likelihood of some curtailment in plants furnishing supplies to automobile manufacturers. It is estimated that about 400 workers in the plate glass industry in West Virginia will be released. The Bureau of Employment Security has asked that special studies be made of all automobile parts manufacturers in the country. This survey is now under way in Region IV.

Committee Action -- It was decided that none was required at present.

(d) Employment of Negro Machine Operators in Shipbuilding Industry in Hampton Roads Area.

Mr. Woodall read a letter which had been transmitted by the Bureau of Employment Security, from Alfred Vick, Coordinator, National Defense Program, Hampton Institute, Hampton, Virginia. It described the difficulties employed Negroes, who have completed training courses, meet in seeking upgrading to machine operator jobs, releases from present employment or transfers to machine operator jobs in other plants.

Committee Action -- This matter was referred to a sub-committee, composed of Commander Stuart, Mr. Poston and Mr. Outhwaite for investigation and report at the next committee meeting.

(e) Displacement of Workers at Cumberland, Maryland

Mr. Mitzel had received a report from union sources that there is an anticipated lay-off at the Kelly-Springfield plant, Cumberland, Maryland because of rubber priorities. He was advised also that this plant has not been able to obtain defense orders. Because of local ties, it would be difficult to transfer the workers and there is no defense project in Cumberland to absorb them. Mr. Mitzel suggested that investigation be made to see if the plant can be converted to defense production.

Committee Action -- The committee agreed that:

(1) The Maryland State Employment Service be requested to get in touch with management immediately to determine if the company would wish industrial emgineers of Contracts Distribution Service to make a survey.

(2) The Maryland State Employment Service be requested to complete Form 223 and secure occupational check lists of the employees, so as to aid Contracts Distribution Service in developing types of sub-contracts, which the plant could handle.

(3) The matter then be turned over to the Maryland State Labor Supply Committee.

(f) Displacement of Furniture Workers in Baltimore.

Mr. Mitzel had received a report from Mr. Gilbert, Business Agent of Local No. 75, United Furniture Workers of America, that twenty furniture plants in Baltimore are seriously affected by priorities. They are planning a lay-off of from 1/3 to 1/2 of their workers. Mr. Gilbert has suggested that an attorney representing the manufacturers, a union representative and Mr. Woodall, or someone he may select, meet together in an endeavor to work out this problem.

Committee Action -- The committee agreed that:

(1) The Maryland State Employment Service be requested to obtain the names of these manufacturers from Mr. Gilbert.

(2) The Maryland State Employment Service complete Forms 223 and obtain occupational check lists of the employees.

(3) Further action will be taken when this information has been secured.

(g) Report by Mr. Drayer on Surplus Farm Labor

Mr. Drayer read a report prepared by the Bureau of Agricultural Economics, dated November 24, 1941, on the surplus of young people available in the farming areas of Virginia, North Carolina, Tennessee, Kentucky and West Virginia. These figures are taken from the 1940 census and include both sexes from 15-24 years of age. Virginia shows a surplus of 92,263, North Carolina 210,715, and West Virginia 56,425. The majority of these people are mountaineers and live in isolated areas, remote from training centers. The advisability of training them for entrance into the labor market is indicated.

Although the figures on potential trainees submitted by the State officials for the Norfolk meeting include only males from age 18 and up, they are widely discrepant with those furnished by Mr. Drayer. This discrepancy warrants intensive coordinated action by the State agencies.

Committee Action -- It was agreed that:

(1) The Employment Service locate and recruit these people for training.

(2) The Training agencies provide training for them, to the extent, if necessary, of moving equipment and transporting trainees.

(3) It be determined, by meeting with employers if necessary, what kind of training should be given them.

(4) A committee, composed of Dr. Hayes or Mr. Sherman from National Youth Administration, Mr. Herman from Work Projects Administration, a representative from the Office of Education, and a representative from the Acting Chairman's office be appointed to establish coordination among these agencies in the States. If desirable, they should visit the States and confer with the Councils of State Administrators.

(h) Housing for Construction Workers at Durham, North Carolina.

Committee Action -- The problem of housing for construction workers to be needed if the army camp is built at this point, was assigned to Mr. Veenstra.

(i) Possibility of Using Machine Shops in Durham, North Carolina for Defense Training.

Mr. Freyman had been advised that there were several machine shops in this city, which were used for only eight hours a day, and that the possibility of renting the equipment for defense training should be explored. These shops are owned by the Liggett

and Myers Tobacco Company, the American Tobacco Company and the Golden Belt Textile Company.

Committee Action — The committee agreed that the Office of Education find out if these shops may be rented for defense training, when they are not in use, and if so, make such use of them.

(j) Arrangement of Programs for Future Meetings.

The following sub-committees were appointed by the Acting Chairman to arrange programs for the January, February and March meetings of the committee:

(1) January meeting - Mr. McAuliffe, Mr. McGarvey, and a member of the Acting Chairman's staff.

(2) February meeting - Dr. deVyver, Mr. Drayer, and a member of the Acting Chairman's staff.

(3) March meeting - Mr. Sherwood, Mr. Mitzel, and a member of the Acting Chairman's staff.

4. Next Meeting

The next meeting of the Regional Labor Supply Committee will be held on January 12, 1942, in Charleston, West Virginia. The committee will be advised further in this connection.

5. Adjournment

There being no further business before the committee, the meeting was adjourned.

CONFIDENTIAL

MINUTES OF TENTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)
Held at Charleston, West Virginia - January 12 and 13, 1942

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Meeting of January 12, 1942

Those attending:

Committee Members

James H. Woodall, Acting Chairman
M. J. McAuliffe, Manager, Fourth District, U. S. Civil Service Commission
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
G. A. McGarvey, Agent for Trade and Industrial Education, U. S. Office of Education
R. M. Lyman, Assistant Chief, Labor Needs and Supply Section, National Youth Administration (Attended in absence of Dr. Hayes)
W. J. Easton, Assistant Director, Reemployment Section, Work Projects Administration (Attended in absence of Mr. Herman)
C. C. Keyes, Field Representative, U. S. Department of Labor (Attended in absence of Mr. Moore)
G. S. Tome, Assistant District Representative, Training Within Industry (Attended in absence of Mr. Arthur)
C. W. Mitzel, Regional Labor Representative, Office of Production Management
Julius M. Gardner, Field Assistant, Negro Employment and Training Branch, Office of Production Management (Attended in absence of Mr. Poston)
Fred H. Drayer, Labor Relations Specialist, Farm Security Administration, Representative of Department of Agriculture, Agricultural Workers and Agricultural Employers

Others

Walter Burr, Assistant to the Chief of the Labor Supply Branch, Office of Production Management
Dr. Frank T. deVyver, Special Industrial Consultant of Occupational Outlook Service (Alternate for Professor Snavely)
Alexander Fleisher, Principal Economist, National Resources Planning Board
Major H. H. Thompson, O.D., State Selective Service, Charleston, West Virginia (Alternate for Major Klaesius)
Lt. R. W. Scott, State Reemployment Officer, Selective Service, Charleston West Virginia
Lt. P. L. Brothers, U.S.N.R., Naval Liaison Officer for West Virginia, State Selective Service
A. C. Carey, Acting Director, United States Employment Service for West Virginia
R. R. Zoeckler, Acting Statistician, United States Employment Service for West Virginia
Sebastian C. Owens, Jr. Interviewer, United States Employment Service for West Virginia

A. M. Starling, West Virginia State Director, Work Projects Administration
Glenn S. Callaghan, West Virginia State Youth Administrator, National Youth Administration
F. E. Keller, West Virginia State Director, Division of Youth Personnel, National Youth Administration
W. A. Williams, West Virginia State Director, Vocational Training for Defense Workers
W. W. Trent, State Superintendent Free Schools, Charleston, West Virginia
Clifton H. Dustin, Special Representative, U. S. Office of Education
Victor Fields, Special Representative, U. S. Civil Service Commission
Bernard B. James, Manager, Social Security Board Field Office, Huntington, West Virginia
Eugene A. Carter, Business Representative, Teamsters Union, A.F. of L., Charleston, West Virginia
F. W. Snyder, Secretary and Treasurer, Kanawha Valley, C. L. U.
S. R. Joyner, Business Representative, Charleston Building Trades Council
Myer Freyman, Assistant Regional Representative, United States Employment Service, Social Security Board (Alternate for Mr. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Edmund E. Dudek, Assistant Technical Representative, Occupational Analysis Section, Regional Office, Social Security Board
Herbert Borchardt, Labor Information Representative, Social Security Board
Nicholas L. A. Martucci, Technical Representative, Occupational Analysis Section, Bureau of Employment Security
Louis C. M. Abolin, Technical Representative, Occupational Analysis Section, Bureau of Employment Security

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Mr. Woodall opened the meeting and introduced Mr. Carey, who gave a short welcoming address. Mr. Woodall then explained the purpose of the meeting and presented the problems under consideration. He stated this meeting was held in West Virginia, because it was felt that West Virginia will serve as a major supply center for the labor needs of defense operations in Region IV. The agencies in that State would have responsibility mainly in the fields of recruitment and training.

He was followed by Mr. Carey who spoke on the full utilization of available labor supply in West Virginia. Mr. Carey explained the great difficulty in trying to reach the labor supply in the mountainous and rural areas and described the various recruitment methods which are being followed and planned by the Employment Service. He stated that W.P.A. and Employment Service have worked closely in utilizing WPA workers for referral to jobs in defense industries by formulating plans whereby their records would coincide.

Mr. Carey reported that the Employment Service has had little success in getting workers displaced by material shortages to move to other vicinities where they can obtain jobs in defense employment. These people, who own their homes, are well established in their communities and do not want to break these ties. About 14,500 young men have been taken from West Virginia, through Selective Service and enlistments. This figure will, of course, decrease and materially affect the labor supply, especially among the trainee group. Several hundred trainees have been referred to Norfolk, but figures are not available on placements. There are two factors which have some effect on securing trainees for Norfolk: (1) low wage scale as compared with existing wage rates in West Virginia and (2) lack of funds by some trainees to sustain themselves until their first pay checks are received.

In a discussion following Mr. Carey's talk, Mr. Callaghan expressed the belief that there was an available potential labor supply of about 70,000 males in West Virginia from 18 to 25. Mr. Burr stressed the need for striking a proper balance of the man power needed for military service, war and civilian production so that different groups will not be competing against each other for the same people.

Major Thompson agreed with Mr. Burr. He suggested that persons in the 2-B class and of older ages, who would probably not be called in the draft, should be selected as trainees for defense work.

From this discussion the following action was agreed upon:

1. A member of Selective Service should be invited to meet regularly with the Council of State Administrators.

2. Mr. Zoeckler of the West Virginia Employment Service was designated to work with Contract Distribution Service in making a survey of idle machinery in the State, with the possibility in mind of obtaining additional defense contracts for West Virginia, and also to determine whether any surplus equipment might be used for defense training purposes.

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Mr. Williams then distributed and explained charts showing training in shops under the supervision of the Vocational Education Department. He stated the capacity of their shops was 2,063 and there were 1,477 in training. He described various steps which are being taken to (1) increase enrollment, (2) make the No. 4 program available to older persons and (3) where practicable, move shops to trainees.

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The training of Negroes in West Virginia was then discussed. The opinion was expressed that possibly 10,000 Negroes in the State should be available for training. However, there are only a few training courses established for them and it is difficult to persuade them to take the courses without assurance of placement. It was felt that when Negroes had some assurance of employment, there would be a demand for training and equipment could be secured.

From this discussion the following action was agreed upon:

1. At the next meeting of the Council of State Administrators, Mr. Williams would recommend that one shift at Logan be turned over to the training of Negroes. These courses will be opened about February 12.

2. The referral of about 40 applications of Negroes to the Norfolk Navy Yard would be immediately spot checked by Mr. Owens of the Employment Service to see how many had secured offers of jobs. This information could then be given to potential Negro trainees to encourage them to take training.

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Mr. McAuliffe stated that the Norfolk Navy Yard's stoppage order on trainees had been immediately countermanded. Up to the end of December 1941, the Yard had received 900 applications, which was far in excess of expectations. Two hundred did not comply with regulations. Of the 700 offered jobs, about 335 accepted and reported for duty. In the past 10 days about 300 more applications had been received.

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Mr. Callaghan stated West Virginia NYA work shops have an allotted quota of 1900. They now have 1800 working and facilities to carry about 2200, running on a shift basis. He explained that it is not always possible to run shops on a two or three shift basis, but that there is a very good possibility the Vocational Education Department will use NYA facilities during spare time. This is being taken up by the Council of State Administrators.

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Mr. Starling stated WPA has 5000 certified persons from 18 to 40 available and qualified for training. During the last three months of 1941, 1711 WPA workers left project work to accept other employment. WPA has quite a few physically handicapped people who are hard to place in training centers because they may not be employable. In this connection, Mr. Martucci stated that the Occupational Analysis Unit is making studies to determine what jobs the physically handicapped, women and older workers can fill.

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In the discussion on the advisability of furnishing trainees with records of courses completed and their content, it was generally agreed that trainees should be given Form 114.

Regarding the practicability of physical examination of trainees prior to and after completion of training, Mr. McAuliffe stated that so far as Civil Service is concerned, a physical examination would probably have to be given on completion of training course, because they require that the examination be not more than 60 days old prior to employment. Since an applicant with a remedial physical defect may be appointed for the duration of the war, determination whether a man meets physical requirements should not be made at the point of registration, but the papers should be sent to the Navy Yard.

In private industry, it was felt that relaxation of physical requirements was perhaps largely a matter of selling by the Employment Service and that, as time goes on, minimum qualifications will change as hiring requirements change with regard to physical condition, age, sex, etc.

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At the conclusion of the meeting an invitation was extended by Mr. Callaghan to have those present visit the NYA project at South Charleston.

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Meeting of January 13, 1942

Those Attending:

Committee Members

James H. Woodall
M. J. McAuliffe
Professor Tipton R. Snavely
G. A. McGarvey
R. M. Lyman
W. J. Easton
C. C. Keyes
G. S. Tome
C. W. Mitzel
Julius M. Gardner
Fred H. Drayer

Others

Major F. H. Falkner, District Engineer, U. S. Engineer Office, Huntington, West Virginia
R. H. Carlock, Personnel Director, U. S. Engineer Office, Huntington, West Virginia
C. G. Davis, Assistant General Construction Superintendent, E. B. Badger and Sons Company, Boston, Massachusetts

R. L. Givens, Office Manager, Libbey-Owens-Ford Glass Company, Charleston, West Virginia
S. Baria, Personnel Manager, Libbey-Owens-Ford Glass Company, Charleston, West Virginia
Fred A. Hanlin, Executive Vice President, Weirton Steel Company, Weirton, West Virginia
T. J. Cox, Personnel Director, Wheeling Steel Corporation, Wheeling, West Virginia
Howard A. Price, Personnel Manager, Marietta Manufacturing Company, Point Pleasant, West Virginia
James F. MacDonald, Personnel Supervisor, E.I. DuPont de Nemours & Company, Belle, West Virginia
Charles C. Tallman, Assistant Service Superintendent, E.I. Dupont de Nemours & Company, Charleston, West Virginia
R. W. Ward, District Manager, American Car and Foundry Company, Huntington, West Virginia
W. E. Lunger, General Superintendent, American Car and Foundry Company, Huntington, West Virginia
E. E. Sang, Safety and Employment Manager, American Car and Foundry Company, Huntington, West Virginia
W. P. Hollman, Assistant to Superintendent (Industrial Relations), Carnegie-Illinois Steel Corporation, South Charleston, West Virginia
P. D. De Leo, Director of Training, Carnegie-Illinois Steel Corporation, South Charleston, West Virginia
S. W. Pickering, II, Head Industrial Relations, Carbide and Carbon Chemicals Corporation, South Charleston, West Virginia
R. K. Turner, Superintendent, Carbide and Carbon Chemicals Corporation, South Charleston, West Virginia
T. F. Brady, Personnel Director, International Nickel Company, Huntington, West Virginia
Frank L. Hill, Personnel Manager, American Viscose Corporation, Nitro, West Virginia
H. F. Lewis, Personnel Director, Pittsburgh Plate Glass Company, Clarksburg, West Virginia
E. E. Tryban, Personnel Director, Owens-Illinois Glass Company, Charleston, West Virginia
H. L. Maranda, Plant Manager, Owens-Illinois Glass Company, Charleston, West Virginia
T. C. Straw, Personnel Director, Owens-Illinois Glass Company, Huntington, West Virginia

Walter Burr
F. T. deVyver
Alexander Fleisher
Major H. H. Thompson
Lt. R. W. Scott
A. C. Carey
A. M. Starling
Glenn S. Callaghan
F. E. Keller
W. A. Williams

W. W. Trent
Clifton H. Dustin
Victor Fields
Myer Freyman
Wirt A. Gill
Edmund E. Dudek
Herbert Borchardt
N. L. A. Martucci
L. C. M. Abolin

Mr. Woodall outlined the purpose of the meeting. He explained that while West Virginia had served as a labor supply center and many workers had been drawn from that State for defense employment, the committee felt the employers in West Virginia had, or would have, need for certain types of workers and that the committee wished to help them fill those needs. He advised the employers that the committee and State agencies stood ready to serve them and requested information regarding their labor needs. He suggested that, if possible, definite commitments be made concerning numbers and types of workers they desired to secure through the State agencies.

Mr. Burr then described the formation, organization and functions of the Regional Labor Supply Committee.

Mr. Freyman explained the Employment Service facilities available to employers and urged them to make use of this service.

Mr. Martucci explained the functions of the Occupational Analysis Unit and the service it renders to employers.

The Government and private employers then outlined their labor needs and housing problems:

TNT Plant, Point Pleasant, W. Va.
Bluestone Dam, Hinton, W. Va.
Buckeye Ordnance Plant, South Point, Ohio

Major Falkner stated that these projects will expand their present employment of 500 to 800 persons engaged in construction work to between 10,000 and 11,000. The Buckeye Plant will require 2,000 employees, the TNT Plant 7,500 and the Bluestone Dam from 1,200 to 1,500. He explained that the Corps of Engineers was merely the supervisor of construction and did not make direct employments of other than engineering and certain supervisory personnel.

Major Falkner was followed by Mr. Davis of the E. B. Badger and Sons Company which will construct the TNT plant. Mr. Davis gave figures on the Plumbrook Ordnance Plant, Sandusky, Ohio, which his company is constructing and which he considered comparable to the Point Pleasant project. That job is union. Local Labor is being used as much as possible, but skilled labor has been drawn from all over the country through the unions. As yet, he did not know whether the Point Pleasant job would be union.

Mr. Davis stated that his firm is planning to cooperate with the Employment Service. He anticipates that skilled labor will be plentiful. He indicated also a probable use of trainees.

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Mr. Carlock spoke on the Bluestone Dam. Awarding of the contract was expected to be announced in a few days. Peak employment of 1,200 to 1,500 was scheduled to be reached in November and maintained until completion of the job. Three shifts will be worked. It is expected that some of the skilled workers will have to be drawn from outside West Virginia.

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Mr. Gill then spoke on labor demand problems of private employers in West Virginia. He explained the program of Employment Service of gathering and disseminating labor market information and the various uses made of it. He stressed to the employers the importance of giving reliable information and the value to them of occupational check lists.

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E. I. DuPont de Nemours and Company, Belle Works, Belle, West Virginia

No problems--sufficient personnel and no increases anticipated.

Carbide and Carbon Chemicals Corporation, South Charleston, West Virginia

Mr. Turner stated that no increase in the operating force was anticipated in the near future. The construction force fluctuated, but enough construction work was expected to carry about 1,100 workers for the balance of the year, if materials can be secured. The present construction force is 800 to 900.

Mr. Turner stated that his firm would serve as consultants on the Defense Plant Corporation project at Institute, West Virginia, the construction of which is being handled by Ford, Bacon and Davis. He estimated roughly that the requirements for this job would be approximately 800 workers.

Mr. Turner said the only problem of his company was the effect of the draft on operations and the replacement of technical and skilled men. He estimated labor turnover to be 4-1/2 percent. So far, replacements have been secured by the company itself. Some men have been hired from WPA and have worked out very successfully. The Employment Service has been used very little.

Weirton Steel Company, Weirton, West Virginia

No problems--sufficient reserve of workers on hand.

Carnegie-Illinois Steel Corporation, South Charleston, West Virginia

This company has about 1,550 employees and anticipates doubling that force. Other than losing workers to Selective Service, no difficulty is anticipated. The firm has been cooperating with the Employment Service.

Wheeling Steel Corporation, Wheeling, West Virginia

No serious problems.

International Nickel Company, Huntington, West Virginia

Mr. Brady stated the only difficulty his firm has had is in securing machinists and technical men, such as engineers and metallurgists. So far, deferments have been obtained for technical men. The shortage of machinists is being met by the company's apprentice school which has about 350 persons in training.

American Car and Foundry Company, Huntington, West Virginia

No serious problems at present, except some difficulty in getting steel. Increase in force from 950 to 1000 or 1,025 in the next few weeks was expected. It was difficult to secure skilled workers, but not a problem yet.

Marietta Manufacturing Company, Point Pleasant, West Virginia

This company has just been given a big navy contract which will require tripling its force. Machinists, ship fitters and electric welders are needed. Mr. Price stated the company had used welder trainees, but that the majority of them had been unable to do overhead welding. Tackers are used in the plant to serve apprenticeship as fitters for six months.

Mr. Price felt that the housing situation would be very bad in Point Pleasant when the TNT plant got under way.

Libbey-Owens-Ford Glass Company, Charleston, West Virginia

Mr. Givens stated that with the curtailment of automobile manufacturing, it has been necessary to shut down two furnaces and more may be shut down later. The company has laid off temporarily, 150 men, who will be brought back to repair the furnaces and then released permanently. The firm has been contacted by the Employment Service regarding the use of occupational check lists for these workers and is planning to do this.

Owens-Illinois Glass Company, Charleston, West Virginia

This company employs about 1,100 workers, half male and half female. Approximately 10% have been lost to the armed forces. In anticipation of being called on to make glass food containers to replace tin, the company is making detailed job analyses to see what jobs can be handled by women.

Owens-Illinois Glass Company, Huntington, West Virginia

Problems same as those of Charleston plant.

2. Discussion on Meeting with Employers

The members of the Council of State Administrators and WPA consultant were present during the discussion and agreement of courses of action concerning the employers:

The following action was agreed upon:

a. Bluestone Dam, Hinton, West Virginia and TNT Plant, Point Pleasant, West Virginia

Mr. Carey should arrange immediately to confer with Mr. Davis of E. B. Badger and Sons Company regarding the utilization of the Employment Service to furnish the labor needed at the TNT plant.

As soon as the contract has been awarded for the Bluestone Dam project, Mr. Carey is to arrange immediately to confer with the appropriate representatives of the contractor regarding the utilization of Employment Service to furnish labor needed on that job.

b. Carbide and Carbon Chemicals Corporation, South Charleston, West Virginia

Replacement of workers lost due to inductions in the armed forces is considered of primary importance, and to expedite a replacement program, the committee directed that the United States Employment Service maintain continued relations with this employer and extend its full service to the recruitment of needed workers.

c. Carnegie-Illinois Steel Corporation, South Charleston, West Virginia

Since this company's practice of furnishing labor supply information to Employment Service only through the central office, causes such a delay in receiving the information that its value is lost, it was decided that the Acting Chairman should write to W. W. Bardsley, Employment Service Representative, Region III, and ask him to request of the home office of the Carnegie-Illinois Steel Corporation in Pittsburgh that the Charleston plant be authorized to furnish this information.

d. American Car and Foundry Company, Huntington, West Virginia

The Occupational Analysis Unit has contacted the New York Office of the American Car and Foundry Company with the idea

of making an occupational study at the Berwick, Pennsylvania plant. The Company is reluctant to have anyone go into that plant at this time, because it might slow up operations. When information is received, a study will be made on occupations in this plant.

e. Marietta Manufacturing Company, Point Pleasant, West Virginia

The Council of State Administrators, WPA Consultant and Mr. Mooney, TVI representative, will visit this plant to discuss the company's requirements and point out what the various agencies can do. They will endeavor to work out an agreement whereby the company will use more graduate trainees of Vocational Education.

Report on findings will be presented to the Regional Labor Supply Committee.

f. Libbey-Owens-Ford Glass Company, Charleston, West Virginia

This company has been contacted with a view to securing occupational check lists for 150 men who are to be released soon. The Occupational Analysis Unit is collecting data to release on related occupations.

g. Owens-Illinois Glass Company, Charleston & Huntington, West Virginia

Occupational Analysis Unit of the United States Employment Service for West Virginia is to contact the Owens-Illinois Glass Company and offer its facilities in making job studies for the purpose of aiding the company in determining what jobs can be filled by women.

h. Pittsburgh Plate Glass Company, Clarksburg, West Virginia

The Council of State Administrators will call to the attention of Mr. C. C. Keyes, Apprenticeship Field Representative of the Federal Committee on Apprenticeship, the difficulty this company is having in securing skilled cutters and the effect it has on obtaining apprentices.

i. General Machinery Ordnance Company, South Charleston, West Virginia

This company has refused to furnish labor demand information to the Employment Service on the basis that it was confidential. The company has been authorized by the Navy Department's

inspector, on advice from his headquarters, to give the Employment Service labor demand figures. The company maintains this will involve additional costs which it will have to add to the Navy contracts. The Navy Department has refused to pay for such costs. By agreement, the problem was assigned to Commander Stuart for appropriate action towards solution.

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At this point, the Council of State Administrators and WPA consultant were excused.

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3. Unfinished Business

a. Report on Housing and Transportation Situation in Baltimore

Mr. Gill presented two memoranda from Mr. Veenstra, summarizing the housing and transportation situation in Baltimore. The Bureau of Employment Security, in a report dated November 5, 1941, estimated that 26,600 workers would be added between September 1941 and March 1942. This increase would necessitate an in-migration of 15,400 workers, to which should be added an in-flow of 11,000 workers during the second and third quarters of 1941. Assuming that half of these workers were married, accommodations would be needed for 13,000 to 20,000 familes. If Negroes were utilized, the in-migration could be reduced by as much as 4,000 to 5,000.

In November 1941 there were only about 1,200 habitable dwelling units for rent in Baltimore. It is estimated that 9,000 dwellings per year is the current rate of construction. In addition, the Coordinator of Defense Housing has programmed 5,200 public housing units.

The problem is complicated by the fact that the demands for workers are at two relatively isolated points, Middle River and Fairfield. To reach these plants, it takes a worker from one to two hours. The Glenn L. Martin Plant is almost entirely dependent upon automobile transportation. The situation is now further complicated by the tire rationing program. The possibility of a commuting service by the Pennsylvania Railroad should be re-examined; because, if it is feasible, it would relieve the necessity of a tremendous construction of housing and community facilities at Middle River.

The problem of transportation is more serious than the housing problem, since the building of 5,200 housing units by the Coordinator of Defense Housing will considerably relieve that situation.

Mr. Woodall reported that the Public Service Commission recently had a meeting and called in all the interested parties in the transportation question in Baltimore--defense employers and the transportation companies. The transportation companies contended there was nothing they could do to solve the problems and no definite action was taken at this meeting.

Committee Action: - It was agreed that:

(1) A complete report of what has been done in regard to housing in Baltimore be made to Mr. Corson.

(2) A committee, composed of the Acting Chairman, Major Klaesius and Commander Stuart, contact the proper officials of the War and Navy Departments for the purpose of urging them to take the necessary steps to solve the transportation problems of the workers in war production industries in Baltimore.

(3) Mr. Burr contact the proper official of the Office of Production Management and urge him to get in touch with the proper authorities of the War and Navy Departments in an attempt to get necessary action by the transportation agencies to solve the transportation problems.

(4) In view of the fact that the Maryland State Labor Supply Committee has concluded that housing and transportation problems are not properly within the scope of their responsibility, the Regional Committee again assume responsibility in these problems.

b. Report on Housing Situation in Norfolk

Mr. Gill reported that a sizable program of housing has been programmed for Norfolk and was to be presented to the President for approval on January 13. Mr. Gill stated he had urged Mr. Veenstra to stress to the housing authorities that the naval officials be contacted to see if this program meets their needs and is planned in a proper location. The ground level of water has been sinking very seriously in Norfolk and that is a factor to be considered in the location of housing. In addition there was discussion as to whether there was adequate water supply in Norfolk to make the housing program effective.

The Acting Chairman wrote to the Director of Employment Service in Virginia, suggesting that he get in touch with Mr. Butts, who keeps a defense housing register of rooms in Portsmouth, regarding the use of the register to house workers recruited by the Employment Service. No reply has yet been received.

Committee action: - The committee agreed that:

(1) A complete report of what has been done in regard to housing in Norfolk be made to Mr. Corson.

(2) Definite recommendations regarding the water supply be made to Mr. Parker, Coordinator of Defense, Health and Welfare Services for Region IV.

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Acting Chairman's Note: Since the meeting, reply has been received from the United States Employment Service for Virginia regarding the housing register. A conference of interested officials was held at the Navy Yard, and it was suggested that the Homes Registration Office which is now located in Portsmouth, be moved to the Labor Board Office at the Navy Yard. It was decided to take this matter up further with the Navy Yard officials for approval.

c. Maryland State Labor Supply Committee

The recommendation made by the Maryland State Labor Supply Committee that Mr. Robert O. Bonnell represent the Maryland State Council of Defense on that committee was approved.

With regard to decision reached at the last committee meeting, that Mr. Drayer, Professor Snavely and Mr. Poston endeavor to see if Maryland residents can be appointed to represent respectively, the Department of Agriculture, Occupational Outlook Service, Negro Employment and Training Branch and Minority Groups Unit, the following action has been taken:

(1) Mr. Drayer has recommended a resident of the State of Maryland to represent the Department of Agriculture on the Maryland committee.

(2) Professor Snavely stated he had discussed the matter with Doctor Davenport of the Bureau of Labor Statistics, who did not feel that it would be possible to appoint any additional consultants. Consequently, their representative remains unchanged.

(3) Mr. Poston was not present to report on Negro Employment and Training Branch and Minority Groups Unit.

d. Training of Silk Workers in North Carolina

Mr. Ludtke of the U. S. Office of Education has advised Mr. Coggins of Vocational Education in North Carolina to go ahead with training of part-time silk workers.

e. Possibility of Establishing a Sand Bag Plant in North Carolina

The Acting Chairman has written to Major Klaesius and Mr. Corson, pointing out that if there was a possibility of establishing a plant to manufacture sand bags, such a plant should be located in North Carolina. No replies have as yet been received. Follow-up will be made by the Acting Chairman.

4. New Business

a. Housing Situation at Point Pleasant

The West Virginia Employment Service previously made a survey of this area and has been requested to make a re-survey in the light of recent developments. However, it will require about a month for the re-survey to be completed.

Committee Action:

It was moved that the housing situation at Point Pleasant be referred to the Acting Chairman with power to act.

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It was resolved that the Fourth Regional Labor Supply Committee express appreciation for the excellent manner in which arrangements for this two-day meeting were made and record the gratitude of the committee for the cooperation shown by all concerned particularly the Council of State Administrators.

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5. Next Meeting

The next meeting of the Regional Labor Supply Committee will be held on February 11. Mr. Drayer, Dr. deVyver and Mr. Gill will act as a sub-committee to arrange for the meeting. The meeting will be held in North Carolina and the committee will be advised further in this connection.

6. Adjournment

There being no further business before the committee, the meeting was adjourned.

CONFIDENTIAL

MINUTES OF ELEVENTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)
Held at Durham, North Carolina - February 11 and 12, 1942

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Meeting of February 11, 1942

Those attending:

Committee Members

James H. Woodall, Acting Chairman
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
Justin Herman, Director of Reemployment, Work Projects Administration
C. W. Mitzel, Regional Labor Representative, War Production Board
Fred H. Drayer, Labor Relations Specialist, Farm Security Administration, Representative of Department of Agriculture, Agricultural Workers and Agricultural Employers
Major Hugh L. Caveness, C.W.S., Selective Service Headquarters, Raleigh, North Carolina (Alternate for Major Klaesius)
George G. Arthur, District Representative, Training Within Industry, War Production Board (Alternate for Mr. Hook)
Julius M. Gardner, Senior Field Representative, Negro Training and Employment Branch, War Production Board (Alternate for Mr. Poston)
Arthur L. Schoenthal, Senior Apprenticeship Field Representative, U. S. Department of Labor (Alternate for Mr. Moore)
G. J. Hardy, Special Representative Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. McGarvey)
L. B. Sherman, Chief, Labor Needs and Supply Section, National Youth Administration (Alternate for Dr. Hayes)

Others

Lt. Commander R. deCharms, Jr., Resident Office in Charge, Marine Air Base, Cherry Point, North Carolina
C. B. McNairy, Project Manager, Marine Air Base, Cherry Point, N. C.
Lt. R. P. Murphy, Asst. Resident Officer in Charge, Marine Barracks, New River, North Carolina
F. J. Blythe, Project Manager, Marine Barracks, New River, North Carolina
Lt. W. C. Ward, Corps of Engineers, Area Engineer's Office, Durham, N. C.
T. H. Thonet, Manager, Wright's Automatic Tobacco Packing Machine Company, Durham, North Carolina
H. E. Ashe, Production Manager, Wright's Automatic Tobacco Packing Machine Company, Durham, North Carolina
C. H. Williams, Sub Contract Agent, Ford Instrument Corporation, Long Island City, New York
S. M. Ford, Resident Manager, Collins and Aikman Corporation, Roxboro, North Carolina
William H. Ogsbury, Ass't. Chief of Manufacture, American Tobacco Company, Durham, North Carolina

T. R. Durham, Executive Secretary, Southern Hosiery Manufacturers' Association, Charlotte, N. C.
C. N. Cone, Production Engineer, Proximity Manufacturing Company, Greensboro, North Carolina
W. H. Ruffin, Vice President & Treasurer, The Erwin Cotton Mills Company, Durham, North Carolina
P. B. Parks, Manager, Erwin Cotton Mills Plants 1, 4 & 6, West Durham, North Carolina
L. C. Thomas, Cost Accountant, The Erwin Cotton Mills Company, West Durham, North Carolina
M. W. Heiss, Secretary, Revolution Cotton Mills, Greensboro, North Carolina
Employer Representative, State Advisory Council
C. H. Trask, Manager, G. W. Trask & Sons, Vegetable Growers, Wilmington, N. C.
Dane S. Rhyne, Dairy Farmer, A.A.A. & Farm Planning, Gastonia, North Carolina

Walter Burr, Assistant to Deputy Director, Labor Division, War Production Board
F. T. deVyver, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics (Alternate for Professor Snavely)
Irving F. Hall, State Director, Contract Distribution Branch, War Production Board, Raleigh, North Carolina
Gene Ochsenreiter, Manager, Contract Distribution Branch, War Production Board, Charlotte, North Carolina
C L. Beddingfield, State Director of Apprenticeship, State Department of Labor, Raleigh, North Carolina
Capus Waynick, Chairman, State Advisory Council, High Point, North Carolina
R. Mayne Albright, Director, U. S. Employment Service for North Carolina Raleigh, North Carolina
Sidney F. Marsh, Chief, Planning Section, U. S. Employment Service for North Carolina, Raleigh, North Carolina
D. G. Dittmer, Assistant Technical Representative, U. S. Employment Service, Raleigh, North Carolina
Harold J. McCormack, Chief Regional Supervisor, Division of Training and Reemployment, Work Projects Administration, Atlanta, Georgia
W. Carl Wilson, State Director of Training and Reemployment, Work Projects Administration, Raleigh, North Carolina
Warren T. Davis, Jr. Deputy Administrator, National Youth Administration, Raleigh, North Carolina
George M. Suggs, State Director, Division of Youth Personnel, National Youth Administration, Raleigh, North Carolina
J. P. Bond, Negro Affairs Officer, National Youth Administration, Raleigh, North Carolina
J. Warren Smith, State Director, Vocational Training, Defense Workers, Raleigh, North Carolina
George W. Coggin, State Supervisor, Trade and Industrial Education, Raleigh, North Carolina

Myer Freyman, Assistant Regional Representative, United States Employment Service, Social Security Board (Alternate for Mr. Woodall)
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
C. W. E. Pittman, Regional Farm Placement Representative, Regional Office, Social Security Board
Herbert Borchardt, Labor Information Representative, Regional Office, Social Security Board
Jack Hurt, Representative for Defense Training, Regional Office, Social Security Board

The meeting was opened by Mr. Woodall, who explained the purpose of the meeting and plans for utilization of the North Carolina labor supply. He informed the employers that, from the information they would furnish of their labor needs, it was hoped that definite courses of action might be planned to meet such needs.

He was followed by Mr. Burr, who explained the organization and functions of the Regional Labor Supply Committee. He urged the employers to use Employment Service as their central labor supply agency.

The Government and private employers then outlined their labor needs and housing problems:

Wright's Automatic Tobacco Packing Machine Company, Durham, N. C.

This company is engaged about 99½% in national defense work and has one of the highest priorities. At the end of four years they hope to work up to one million man hours a month, possibly a million and a half. Their needs from February to June 1942 are for 50 instrument makers, 150 first-class assemblymen, 500 machinists, 600 specialists, 900 trainees and 52 tool jig and fixture makers.

Mr. Thonet stated they have received splendid cooperation from Employment Service and that training courses have been set up especially for them. They will take as many trainees as they can get.

The Erwin Cotton Mills Company, Durham N.C.

This Company has several mills employing a total of 6,200 persons--those in Durham are working 13 to 14% on defense work, and the mill at Coulamee 35%, working up to 50%. They need workers in several skills. They are starting to train women as weavers as they are losing their young men to the armed forces.

Their labor needs are not as serious as is the possibility of curtailment because of material shortages. If they cannot get chlorine, zinc dust and vat dyes, they will have to curtail employment, perhaps close down. The only vate dyes they get now are for the use of the Army.

Revolution Cotton Mills, Greensboro, N. C.

Mr. Heiss stated they are now working 30% for the Government and expect to increase this to 50% in the next six months. He said their labor problems were similar to those of the Erwin Cotton Mills, but he felt the solution was in upgrading general help rather than in pre-employment training. They had devised a system for doing upgrading and training in the plant, but did not put it into effect because of certain problems in connection with pay for overtime hours spent on in-plant training.

Collins and Aikman Corporation, Roxboro, N. C.

This company had been engaged in the manufacture of upholstery for automobiles, and they are now converting their plant to manufacture textile products for the Army. This conversion is now 30% complete. Labor is not a problem at this time, but Mr. Ford raised the question of how people could be discouraged from moving from one plant to another.

They have lost 60 loom fixers to the armed forces, and since men in this occupation are highly skilled and difficult to replace, he wanted to know if deferment could be obtained for them.

They are also faced with a shortage of vat dyes, but hope the Army will allow the use of other dyes in some products which do not have to be color-fast, such as machine gun belts for cartridges, which are consumed when gun is fired.

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With regard to Mr. Ford's first question as to how men can be discouraged from moving from one plant to another, Mr. Woodall stated the Government was aware of this, but the problem is very complicated and, short of absolute control, is difficult of solution.

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In connection with deferment of skilled men, Major Caveness of Selective Service stated it would be necessary for the employer to file Form 42 A, requesting that a man be deferred. However, he said they should not wait until the man has his induction papers, but should file as soon as he has been put in Class 1A.

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Southern Hosiery Manufacturing Association, Charlotte, N.C.

Mr. Durham stated their problem was one of finding something for their employees in the full-fashioned branch of their industry to do. If Nylon is not available to the industry and if rayon allocations are not further increased it will be impossible to operate at more than 50% capacity. The great majority of the workers are women and cannot very well leave home. He suggested the possibility of shipping articles, such as parts, to these plants for assembly.

Mr. Woodall assured Mr. Durham that the committee was working on this problem and has recommended the establishment of ordnance and small arms plants in North Carolina.

Farm Labor

Mr. Rhyne, a dairy farmer, and Mr. Trask, a vegetable farmer, spoke on farm problems. Farmers are handicapped in securing labor because of the low wage rate. Many farm workers and even small farmers have taken jobs on defense projects and many others are being inducted into the armed forces. This coupled with tire rationing will result in serious difficulty in obtaining labor for harvesting.

Mr. Drayer and Mr. Pittman pointed out that housing and transportation difficulties would accentuate the labor shortage, that local labor must be fully utilized. Six labor camps are planned for North Carolina.

With regard to deferment, Major Caveness stated it was not likely a definite ruling on the deferment of farm labor would come from National headquarters. It will be left up to local boards. Mr. Pittman stated that an agreement between local boards and local farm labor committees appointed by Extension Service has been worked out in Maryland. The local farm labor committee undertakes to advise the draft board what the particular agricultural situation is.

Marine Air Base, Cherry Point, North Carolina

About 5,600 to 5,800 men are employed on this project, of which number about 60% is common labor. They are approximately at their peak now. It will be about six months before they start laying off--before that time drop-outs will result in a gradual reduction.

The rationing of tires has accentuated the housing shortage in this area. About 1,100 cars, 62 buses and 300 trucks enter the project daily. The erection of temporary barracks would not justify the expense and it is not possible to occupy the permanent barracks as utilities will not be installed until just before completion.

Marine Barracks, New River, N. C.

Lt. Murphy stated they were now employing about 8,900 men, and within the next two or three months will increase to 14,000. Mr. Blythe presented a schedule of their needs for the next six months.

The same housing and transportation difficulties as in Cherry Point obtain here, although 280 Farm Security trailers and two permanent barracks are in use. Workers commute in 1,874 cars and 74 buses.

Labor Market Situation in North Carolina

Mr. Albright pointed out while they have actual or anticipated openings for over 14,000 workers, at the same time there are 90,000 people seeking work. Displacements are becoming serious. Over 7,300 were recently laid off because of material shortages. The problem in North Carolina is one of adjustment rather than of actual shortage.

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Meeting with Organized Labor, Negro Groups, Members of the Council of State Administrators and WPA Consultant and Regional Labor Supply Committee

Those attending:

Committee Members

James H. Woodall
Professor Tipton R. Snavely
Justin Herman
C. W. Mitzel
Fred H. Drayer
Major Hugh L. Caveness
George G. Arthur
Julius M. Gardner
Arthur L. Schoenthal
G. J. Hardy

L. B. Sherman

Others

K. P. Lewis, President, The Erwin Cotton Mills Company, Durham, North Carolina
E. F. Callaghan, Second Vice President, American Federation of Hosiery Workers, C.I.O., Charlotte, North Carolina
W. C. Stallings, Representative, American Federation of Hosiery Workers, C.I.O., Charlotte, North Carolina
J. K. Stewart, President, Durham Industrial Union Council Hosiery, C.I.O., Durham, North Carolina
Esther Peed, Hosiery worker, C.I.O., Durham, North Carolina
N. E. Lee, Representative, Plumbers and Steamfitters, Local 585, Durham, North Carolina
C. R. Hicks, Barbers Union, Volunteer Organizer for A.F.L., Durham, N.C.
T. L. Conder, Secretary and Treasurer North Carolina State Building and Construction Trades Council, Charlotte, North Carolina
J. E. Cuthbertson, Business Manager, Charlotte Building Trades Council, Charlotte, North Carolina
James T. Taylor, Dean of Men, North Carolina College for Negroes, Durham, North Carolina
A. Heningburg, Head, Department of Education, North Carolina College for Negroes, Durham, North Carolina
Charles C. Amey, Business Manager, North Carolina College for Negroes, Durham, North Carolina
J. M. Marteena, Dean, Mechanical Arts, A. & T. College, Greensboro, North Carolina

W. T. Gibbs, Dean, A. &. T. College, Greensboro, North Carolina
S. C. Smith, Itinerant Teacher of Trades and Industries, A. & T. College and State Department of Education, Greensboro, North Carolina
W. D. Hill, Asst. Secretary-Comptroller, North Carolina Mutual Life Insurance Company, Durham, North Carolina

Walter Burr
F. T. deVyver
C. L. Beddingfield
R. Mayne Albright
Sidney F. Marsh
Harold J. McCormack
W. Carl Wilson
Warren T. Davis
George M. Suggs
J. P. Bond
J. Warren Smith
George W. Coggin
Myer Freyman
Wirt A. Gill
Herbert Borchardt
Jack Hurt

Mr. Woodall expressed satisfaction, on behalf of the committee, in being able to meet with those who are most directly concerned with labor supply. He stated that the responsibility for planning the transition from civilian production to full war production rests equally on Labor, on Industry and on Government, and that their recommendations would be of definite constructive value.

Mr. Burr spoke on the Regional Labor Supply Committee and its relationship to organized labor, defense training, and Negroes. He stressed that our objective was to win the war and there must be no discrimination or self seeking, that the best efforts of all were needed in our great effort.

Negroes and Defense Training

There are 2,100 persons in pre-employment training in North Carolina, only 85 of whom are Negroes. Mr. Coggin stated that as soon as 25% of the Negro trainees from a class are accepted by employers, another class will be started. He said further that it was the policy to train Negroes only if there was a job for them at completion of training. NYA has 1,450 taking defense training courses, of which 475 are Negroes. This training has been based upon job opportunities at Norfolk and in North Carolina shipbuilding.

Negro representatives strongly urged more training for Negroes and more intensive efforts on the part of Employment Service to place Negroes. Among their arguments were that the Government should fully use its manpower to win the war and that if the war were lost, minority groups, principally the Negroes, would be blamed. They therefore feel they have a double stake in the war.

Union Representatives

The representatives of the hosiery workers urged that consideration be given to the establishment of more training classes for them, especially short-hour classes for the part-time hosiery workers, also that particular consideration be given to the displaced women workers.

Mr. Stewart of the Hosiery Workers' Union stated that after the silk freezing order, he contacted the Employment Service, asking them to register workers and assist in getting training courses established. The registering of the workers proceeded rather slowly and he felt he had been given the run-around in trying to get hosiery workers trained, having worked on the problem for over four months. He quoted a letter which blamed the State Vocational Education Department for not getting the courses started.

The building trades representatives felt wage scales on Government contracts should be equalized, as it is difficult to get men living in a high wage area to take jobs away from home at a lower rate.

Executive Session of Committee, February 12, 1942

Those attending:

| Committee Members | Others | |
|---|---|---|
| James H. Woodall | John Lang, State Youth Administrator | George M Suggs |
| Professor Tipton R. Snavely | Walter Burr | J. P. Bond |
| Justin Herman | F. T. deVyver | J. Warren Smith |
| L. B. Sherman | R. Mayne Albright | George W. Coggin |
| Fred H. Drayer | Sidney F. Marsh | Myer Freyman |
| Major Hugh L. Caveness | Harold J. McCormack | Wirt A. Gill |
| Julius M. Gardner | W. Carl Wilson | Herbert Borchardt |
| Arthur L. Schoenthal | Warren T. Davis | Jack Hurt |
| G. J. Hardy | | |
| **Blake R. Van Leer (ESMDT) (Alternate for Dean Steinberg)** | | |

1. Discussion on Meeting with Employers

The members of the Council of State Administrators and WPA consultant were present during the discussion and agreement of courses of action concerning the employers:

The following action was agreed upon:

a. Wright's Automatic Tobacco Packing Machine Company, Durham, N.C.

(1) Job studies will be made by Occupational Analysts from the Bureau of Employment Security, to determine whether the need for 500 machinists and 150 first-class assemblymen can be partly met through job breakdown, upgrading, and training.

(2) When minimum need is determined, Employment Service will follow procedures for negotiated transfers to effect voluntary transfers of machinists and assemblymen now engaged in non-defense work in North Carolina.

b. The Erwin Cotton Mills Company, Durham N. C.

(1) The Acting Chairman will endeavor to find out the effect of material shortages (chlorine, zinc dust, and vat dyes) upon the textile industry.

c. Farm Labor

(1) A sub-committee, composed of Mr. Albright, Chairman, Mr. Wilson, Mr. Lang, Mr. Drayer, Mr. Roy Thomas, State Supervisor of Agricultural Education for North Carolina, Mr. I. O. Schaub, Dean of Extension Service, North Carolina State College, and Mr. McLaughlin, Dean of Agriculture at A. & T. College, was appointed to coordinate the work of the different agencies engaged in farm labor recruitment.

(2) Employment Service should extend advertising activities for farm labor recruitment.

d. Marine Air Base, Cherry Point, N. C.

Mr. Wilson pointed out difficulties in furnishing WPA workers to Cherry Point, when trucks promised to transport them failed to arrive.

The Acting Chairman said if a written report were given his office it would be taken up with the Navy.

e. Marine Barracks, New River, N. C.

The committee was advised that bad hiring practices exist at Marine Barracks, where jobs were reported to have been sold. One of the "fixers" was arrested, convicted last month and given a $500 fine and two years in prison. Mr. Beddingfield said the Department of Justice has caused some men to be fired.

Mr. Beddingfield stated that the Commissioner of Labor has called a meeting of all the contractors on the job. He was requested to have the Department of Labor give the committee a report on the situation.

f. Displaced Workers

Mr. Freyman reported on the meeting held at 8:00 a.m. in regard to this problem, at which the following were present: Mr. Burr, members of the Council of State Administrators and WPA consultant, representatives of the same agencies on the Regional Labor Supply Committee, representatives of the hosiery workers' unions and Mr. Freyman, acting for Mr. Woodall.

At that meeting the group considered that the following courses of action were appropriate:

(1) Employment Service should make community analyses of displacement to determine:

(a) The number of men and number of women displaced.

(b) How many of each could be considered mobile.

(c) What local war industries offer placement possibilities.

(d) Where other opportunities exist for displaced workers.

(2) Fit workers into training stations now vacant and to the greatest extent possible make additional facilities available. Endeavor to train partially unemployed workers on Saturdays and Sundays.

(3) Efforts be made by Employment Service to refer hosiery workers to jobs which do not require training.

(4) Mr. Hardy of the U. S. Office of Education was designated to make a survey of idle machinery that might be used for training in North Carolina and to report on this matter at the next meeting of the committee.

These courses of action were considered and approved by the committee, and it was decided that Dr. deVyver should continue to follow closely the training of displaced workers in North Carolina.

g. Defense Training for Negroes

After considerable discussion on defense training for Negroes, the following motion was adopted:

Resolved that: Vocational training for Negroes in North Carolina be expanded by:

(1) Full utilization on a 24-hour basis of training stations in the vocational schools and NYA shops.

(2) Provision for additional training stations throughout the State and particularly in the Durham area.

A report be submitted on March 12, 1941 by the Council of State Administrators to the Chairman of the Fourth Regional Labor Supply Committee on accomplishments and plans for accomplishments as of that date.

Copy of motion be sent to Council of State Administrators.

h. Relaxation of Employer Specifications

After considerable discussion it was recommended that:

(1) Since NYA has openings in machine shop project in Durham that Negroes be recruited to fill these openings.

(2) Upon completion of course, make request for privilege of permit from National Association of Machinists, whereby workers below the skill of machinists can be brought in.

(3) Employment Service notify Negroes of this course.

(4) Employment Service discuss lowering specifications with Wright's Automatic Tobacco Packing Machine Company.

i. Housing - Durham, N. C. and Vicinity

It was agreed that:

(1) Employment Service should contact people keeping defense housing register to find out:

(a) What area register covers.

(b) To what extent is it properly set up to provide facile handling of people coming in who want a place to stay.

(c) Whether a full effort has been made to secure information on available rooms and boarding places.

(2) The committee recommend to Defense Housing that registers be established at Oxford and Henderson.

(3) Dr. deVyver and Mr. Bray of the State Employment Security agency be designated to make a survey of the whole area, including Durham, Oxford and Henderson.

(4) Mr. Drayer check on transportation arrangements to camp.

The Acting Chairman was advised by Mr. Veenstra that the contracts signed by the Army for the construction of the camp did not contain a stipulation regarding housing of construction workers.

j. Transportation and Tire Rationing

At the last meeting, Mr. Burr was designated to check on transportation problem in Baltimore. Mr. Burr reported on a conference with Mr. Richardson, Chief of Local Defense Transportation, a division of the newly organized Office of Defense Transportation. He said that agency was taking the transportation problem very seriously and recognizes the effect of tire rationing upon the problem.

Mr. Richardson agreed to have his assistant, Mr. Roberts take up the Baltimore transportation problem immediately.

In view of this report, it was decided to present to Mr. Richardson's office a complete report on the serious effect of tire rationing on war production throughout Region IV.

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At this point, the Council of State Administrators and WPA consultant were excused.

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2. Minutes of Previous Meeting

The minutes of the tenth meeting were unanimously adopted.

3. Unfinished Business

a. Transportation and Housing

BALTIMORE - Memorandum summarizing the situation has been sent to Mr. Corson. His office advises problem has been turned over to

Mr. Eastmen, Coordinator of Defense Transportation. (Mr. Burr's report is included earlier in the minutes). The Army and Navy representatives on the sub-committee have also been requested to expedite action on this problem.

NORFOLK - Memorandum summarizing the situation has been sent to Mr. Corson. According to Defense Housing authorities, 11,860 family units, 1,500 dormitories and 500 trailers have been approved for future construction in Norfolk and Portsmouth. 400 units will be built at Yorktown.

POINT PLEASANT - U. S. Employment Service for West Virginia advised that the contractor anticipates no housing problem for construction workers. If such should develop, temporary barracks will be erected.

Bridge tolls in West Virginia have been reduced on the Silver and Shadle bridges and it is understood the Ohio Bridge Commission will effect similar arrangements on the Mason-Pomeroy bridges.

BLACKSTONE - If housing register has not been established in this area, request United States Employment Service for Virginia to establish one.

b. Training of Negroes at Norfolk

We were advised by the Office of Education under date of February 5 that Mr. Ludtke would present survey at this meeting. However, he was not present and report was not made.

c. Displacement of Workers at Cumberland

Report from the Maryland agency states the Kelly-Springfield plant is in a good position to obtain defense contracts. There are 220 workers unemployed.

d. Displacement of Furniture Workers, Baltimore

Report from Maryland agency indicates problem not too serious. Industry's difficulties were largely due to curtailed buying because of restrictions on installment purchasing.

e. Sand Bag Plant in North Carolina

Major Klaesius advises that the Army does not establish sand bag plants, but gives contracts to existing manufacturers.

It was decided to furnish Mr. Irving Hall, State Director, Contract Distribution Branch, with copies of this correspondence with the idea that vacant space in plants in North Carolina could be utilized to manufacture sand bags.

f. Marietta Manufacturing Company, Point Pleasant, West Virginia

In accordance with action taken at the tenth meeting, the West Virginia Council of State Administrators, together with Training Within Industry representative, visited this company on January 29 and the following action resulted:

(1) A group of the best NYA and Vocational Education welding instructors and 2 occupational analysts of the Employment Service visited the Marietta Manufacturing Company on February 7 and 8, to observe the welding jobs as they exist in this plant prior to establishing welding courses designed specifically to meet this company's needs.

(2) Two-day intensive TWI training courses will be given foremen on how to instruct workers at a later date.

(3) The Company was offered WPA workers on a trial basis, wages to be paid by WPA during training period. This offer was apparently not accepted.

4. Report on Trainees sent to Norfolk

A sub-committee was appointed, consisting of Mr. Gill as chairman, Mr. Sherman and Mr. Herman, to contact Mr. McAuliffe for the purpose of establishing procedures to obtain adequate reports on trainees sent to the Norfolk Navy Yard.

5. Next Meeting

The next meeting of the Regional Labor Supply Committee will be held on March 16 and 17 in Baltimore, Maryland. Major Klaesius, Mr. Sherwood, Mr. Mitzel and Mr. Hurt, as chairman, will act as a sub-committee to arrange for the meeting.

6. Adjournment

There being no further business before the committee, the meeting was adjourned.

MINUTES OF SECOND MEETING
Maryland State Labor Supply Committee
Held in Room 3106, Baltimore Trust Building
February 24 at 1:00 P.M.

WOMEN'S BUREAU

The second general meeting of the Maryland State Labor Supply Committee was held at 1:00 P.M. on Tuesday, February 24, 1942, in Room 3106, Baltimore Trust Building. Those present were Messrs. Troja, Klaesius, Bonnell, Seidel, Handley, Williams, Hook, Sherwood, Brown, Gardner, Hurt (representing the Regional Labor Supply Committee), Fringer and Miss Mulholland.

Mr. Sherwood gave the following report on the action taken by the Subcommittee on Labor Demand and Use of Employment Service in connection with the items assigned to this subcommittee:

1. Relaxation of specifications by shipbuilding authorities in Baltimore to increase utilization of local labor supply.

This is a management detail which will be taken care of gradually and automatically as the labor shortage becomes more acute. Relaxation of worker specifications involves the degree of ability to do the job efficiently, as determined by management alone.

2. Greatest possible utilization of women in defense plants in Maryland.

Management itself will automatically answer this question. Present developments prove that women will be substituted for men in those occupations where they can be used as the demand arises, and it was felt that every possible facility of the vocational training schools should be made available at once to fit women for defense jobs.

Mr. Hook felt that the committee could speed up the absorption of women by war production industries by sending a letter to top management in defense plants, giving an overall picture of the labor demand in this area for the next six months or a year, together with a statement of Selective Service policy on the drafting of male workers from defense plants. In this way defense employers will be made aware of the seriousness of the labor problem facing them. This letter should be concise, showing only general figures on labor needs in skilled, semi-skilled and unskilled groups as furnished by employers on 270 reports. The statement on the Selective Service should be qualified by the statement that the draft boards will not take defense workers until there are replacements available for them.

Mr. Seidel moved that Mr. Hook's suggestion be put into effect. This motion was seconded and carried.

Mr. Bonnell felt that a similar letter should be sent to non-defense employers, and Mr. Hook suggested that it not only contain the overall picture of war production industries' requirements but should also point out that non-defense industry labor problems will be much more stringent, thus showing that it will be necessary to look more and more to women and negroes to fill non-defense labor requirements. It was also agreed that Philadelphia's anticipated need for 100,000 and Delaware's estimated need for 10,000 shipbuilding workers should be mentioned in this letter in order to show these employers that they will not be able to draw on the labor supplies of nearby states.

Mr. Hook and Miss Mulholland were requested to draft these letters immediately.

3. Development of plan for increased use of State Employment Service by shipbuilding industry.

This is a problem which should be worked out between the Employment Service and the shipbuilding officials. The only way the Employment Service can be of

service to this industry is by supplying the workers needed and if they are not available through Employment Service files no assistance can be given by them. However, it was again stated that training would be the only answer in making such persons as welders and shipfitters available to this industry. In connection with Mr. Mitzel's previous statement that the shipbuilding industry was discriminating against union workers, it was agreed that the Maryland State Labor Supply Committee is an impartial body and should not attempt to aid organized labor to control hiring.

4. Specifically, labor demands or material shortage problems in the following plants:

| | |
|---|---|
| Glenn L. Martin Aircraft Co. | Westinghouse Electric Co. |
| Bethlehem-Fairfield Shipyard, Inc. | Western Electric Co. |
| Revere Copper and Brass Co. | Chevrolet Co. |
| Balmar Corporation | Explosives plants in Elkton |

Mr. Sherwood and Major Klaesius visited top management officials in these plants and it was their opinion that management has done a magnificent job in carrying out production according to schedule. All of these defense plants have high priority ratings and know to whom to go in Washington if there is a delay in receipt of material, so that on the whole they have not experienced serious material shortages. They have also been successful in securing enough labor to meet production schedules. It was pointed out that the Committee is not managing these plants and that it is management's responsibility to meet production problems as they arise. There was no talk in any of these plants about shortage of material or labor as yet, and it was pointed out that it had been necessary to slow down hiring from time to time in order to absorb the green workers already hired.

It was pointed out that Maryland has about scraped the bucket of people who are potentially fitted for defense jobs, and again the necessity for an immediate all-out training program was stressed.

Mr. Hook expressed his opinion that in the future any questions which arise concerning material shortages should be turned over to the proper authorities who have been designated to handle such problems. However, Mr. Sherwood felt that this particular problem could be dropped as there had been no indication by top management of any slackening of production due to material shortage.

6. Accurate 270 Survey - Due to the similarity of items 4 and 6 it was agreed to delay discussion on item 5.

Mr. Sherwood and Major Klaesius have so far visited top management officials in War Industry plants employing approximately 80,000 people. They pointed out to these officials that the Employment Service might be used by them as a tool in meeting labor needs, and that if this tool were to be effective, accurate figures of anticipated requirements should be made available to this agency. They requested that Forms 270 compiled by their company be reviewed in their office before being sent out. All expressed their willingness to cooperate. After the receipt of the next report, we will be able to determine what effect these visits had.

5. More orderly use of clearance system by Glenn L. Martin Company.

This is an administrative detail which should be worked out between Employment Service and the Glenn L. Martin Company. It would appear that the present procedure of the company is operating efficiently, which is much more important than mere conformity to details.

7. Labor Supply

Training is the key to labor supply. As we advance further into the war, more and more people who never worked before or did not have to work will be willing to take jobs. Every method will have to be resorted to in order to stimulate people to enroll for training, and it was felt that management should first be requested to put their cards on the table and tell us exactly what they want. Management must be made aware of the fact that it is essential for the schools to give workers preliminary training before they are hired in order to leave plant machinery free for production. Then the schools should be stimulated to put all their efforts into national defense training. Due to the training question involved it was agreed to withhold further discussion until the report of the Training and Upgrading Committee was presented.

8. Anticipated dislocation.

This problem will automatically take care of itself. It is not particularly appropriate for Maryland as there has so far been very little dislocation. The only important instance is that of the automobile industry which it is understood expects to reopen in the near future and plans to hire about twice as many workers as formerly. Instead of helping to alleviate the labor supply problem, it will add to it.

9. Control of In-migration.

It was felt that at present the social implications of this problem should not be considered and that we should concentrate on getting people to fill job vacancies in defense plants so that production may be carried on at full speed. According to records kept by Employment Service on weekly basis approximately 35% of persons applying for employment through its Baltimore Office are from out of town or out of state.

Mr. Mitzel was not present at the meeting and it was understood that he had not held a meeting with his subcommittee. The report of the Subcommittee on Development of Full Use of Local Labor Reserves was, therefore, carried over until the next meeting.

Mr. Hook gave the following report on the activities of the Subcommittee on Training and Upgrading:

1. Development and maintenance of adequate pre-employment and supplementary training courses for workers in shipbuilding industry.

In this connection, a meeting was called by Mr. Hook on February 23 at which representatives of the management of shipbuilding companies, the Employment Service, the schools, and a representative of the shipbuilding training center in Philadelphia were present. The attached results of the meeting were submitted to the Maryland State Labor Supply Committee. With regard to the anticipated visit to Philadelphia on March 10 referred to in the attached, Mr. Sherwood expressed his hope that this visit would not merely be an informative trip for the representatives of the shipbuilding companies who have agreed to go, but that they would give top management full details on the operation of this school and its advantages insofar as equiping trainees for future employment is concerned.

It was agreed that after the visit to Philadelphia, a meeting should be arranged with top management and the school officials to discuss the training problem and it was stressed that invitations to attend this meeting should be sent out over Mr. Sherwood's signature. The following subcommittee was appointed to formulate the plans for this meeting: Messrs. Sherwood (Chairman), Hook, Seidel and Fringer.

Mr. Seidel was requested to advise this subcommittee of the outcome of the Philadelphia trip so that plans for the meeting might be formulated immediately thereafter.

2. Full utilization by defense plants in Maryland of in-plant training, upgrading, and job breakdown to help solve needs for skilled workers.

The Training within Industry Branch has been successful in obtaining the full cooperation of defense employers in introducing in-plant training and job breakdown in their plants. (Only one plant has rejected the TWI program to date, stating that they have a more extensive plan worked out). The attached report on the "Status of Job Instructor Training Program" was submitted to the committee by Mr. Hook.

Mr. Hook stressed the desirability of having the Occupational Analysts in the United States Employment Service survey the job of tool maker, as it specifically applies to individual plants and work out ways of breaking down this job. The general breakdown which has been made by them cannot be applied to any specific industry. Although this problem has so far been successfully met in Baltimore, employers in other states might find the service of occupational analysts helpful in this respect.

3. Maintenance of adequate and sufficient training courses for negroes in Baltimore.

It was the understanding of the Committee that there is an inadequate number of negroes available for training to keep defense courses going. However, it was pointed out by Mr. Gardner that persons making surveys of negro population in Baltimore are of the opinion that the training is inadequate for the large number of negroes available.

A subcommittee consisting of Messrs. Brown (Chairman), Gardner, and Seidel was appointed to prepare a report on the training program for negroes in Baltimore. This report will show:

a. The number of available trainable negroes in Baltimore by age groups & sex.

b. The number of negroes now in training by type of training, age, and sex.

c. The average attendance in training classes.

d. The number of applicants for training who have not been referred to training classes.

e. The number of available training stations by type of course.

f. The number of additional training stations recommended, if any, by type of course.

It will be necessary to have this information immediately so that this situation may be discussed with management at the time of the meeting which will be scheduled in connection with the shipbuilding center. Therefore, Mr. Brown was asked to submit the report not later than the 10th of March.

4. Intensive recruitment by Employment Service of all areas of Maryland, particularly isolated points, for trainees.

This is purely an employment service matter and should not involve the time of the Maryland State Labor Supply Committee. Mr. Hook pointed out that intensive steps have been taken by the Employment Service to recruit workers from every area possible, and Mr. Fringer agreed that we have used all of the recruitment techniques of which we are aware to get these people in; however, there are

still some people whom we have not been able to reach. Major Klaesius advised that this problem would be overcome to some extent by the issuance of questionnaires to all males between 18 and 64 years of age, which they must fill in and return to the local draft boards who will in turn transmit them to the Employment Service.

POLICY OF LOCAL EMPLOYERS ADVERTISING FOR WORKERS OUTSIDE OF MARYLAND

An example of this type of advertising was cited and after the committee was acquainted with the policy which had been established by Baltimore newspapers not to accept advertisements from out of state firms for workers in occupations in which there is a shortage in Maryland at the present time, Mr. Hook moved that the Employment Service should be requested to approach newspapers in other cities in this country to request that they desist from carrying advertisements placed by out of state employers for workers in occupations where shortages are being experienced. Mr. Handley seconded this motion and it was favorably voted upon.

POLICY OF EMPLOYMENT SERVICE ADVERTISING FOR WORKERS FOR EMPLOYERS IN MARYLAND AND IN OTHER STATES ON CLEARANCE OPENINGS IN MARYLAND

It was pointed out that in the past the Employment Service has advertised for workers both in Maryland and out of state papers for defense employers in Maryland who are having difficulty in securing the types of workers needed to carry on production with the stipulation that employees of one defense industry would not be considered for employment in another defense industry. These ads request applicants to apply at the local office of the U. S. Employment Service. In the past it has been the policy of the Employment Service to pay for such advertising, but recently it has been called to our attention by our Washington Office that we should approach employers for the payment of this cost. The committee was asked for its opinion on this policy and Mr. Sherwood moved that the Employment Service should pay the bill but that the smoothing out of the internal problems involved should be left up to the Employment Service. This motion was seconded and carried.

DISCUSSION OF WPA PROGRAM

Mr. Troja gave the group an idea of his plan to bring handpicked WPA workers from West Virginia into Maryland on subsistence basis for the purpose of training them for work in defense plants. These West Virginia residents are at present on WPA and are living in counties where no training is being conducted. By bringing them to Maryland for training, transportation and subsistence could be paid them while taking training. However, if they were shifted to another part of West Virginia for training it would not be possible to allow them any amount of subsistence. Although the committee felt that the workers should be trained in their home states, it was agreed that, since only approximately 250 to 300 such persons were involved, Mr. Troja should be allowed to carefully select 25 to 30 individuals for such training solely on a trial basis, with the stipulation that men with families would not be considered. The future of this program will depend entirely upon the outcome of this experiment.

PROMOTION OF EMPLOYMENT IN DEFENSE INDUSTRIES FOR MALES 16 TO 18

It was the general consensus of opinion that industry was not willing to hire these persons because of the numerous labor laws involved and because of the clause in the Workmen's Compensation Law which provides that double compensation must be paid these boys in case of injuries. It was recommended that this matter be referred to the Subcommittee on Development of Full Use of Local Labor Reserves for further study in order to determine the industries which could employ these youth without violating the law. This committee will devise methods for pursuading these industries to employ these youth in order to release other workers for more hazardous employment.

## PUBLIC CONCERN OVER NYA

Mr. Brown gave a brief outline of the NYA in Maryland in which he explained the difference between the regular program and the defense program and outlined the progress being made in the Beltsville and Reisterstown Resident Centers. There is also space available in Hagerstown and the establishment of a resident center in this district to fit boys for employment at Fairchild is now being considered with thought being given to the demand for these trainees upon completion of this training.

## EMPLOYMENT OF WOMEN AND NEGROES IN WAR INDUSTRIES

Since it was felt that this problem had been adequately handled under above headings, it was agreed that this item should be eliminated, and since there was no further business to be discussed by the Committee, the meeting was adjourned at 4:15 P.M.

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# STATUS OF JOB INSTRUCTOR TRAINING PROGRAM
## AS OF FEBRUARY 21, 1942

Maryland District
Training Within Industry Branch
War Production Board

| | |
|---|---|
| Institutes completed | 6 |
| Institute Conductors trained | 9 |
| War Production Trainers certified | 62 |
| Defense Job Instructors certified | 1631 |
| Number of plants served | 25 |
| Number of employees in plants served | 112,350 |
| Five-unit sessions completed | 137 |
| J.I.T. programs in progress | 9 |
| J.I.T. programs completed | 8 |

| Company | W.P. Trainers | 5-Unit Sessions Completed | Defense Job Instructors | Present Status of Program |
|---|---|---|---|---|
| Owens-Illinois Can Co. | 2 | 7 | 78 | Going |
| Maryland Drydock Co. | 2 | 12 | 141 | Going |
| Beth. Fairfield Shipyard | 7 | 4 | 43 | Going |
| Bethlehem Steel Co., Sparrows Point, Md. | 1 | | | Starting in March (Will give to 1500 employees) |
| Westinghous Elc.&Mfg.Co. | 2 | 7 | 83 | Going |
| American Ham.Piston Ring | 2 | | | Not started |
| Bartlett Hayward | 3 | 11 | 98 | Completed |
| Balmar Corporation | 1 | 6 | 51 | Completed |
| Rustless Iron & Steel Corp. | 2 | 2 | 26 | Going |
| Black & Decker Mfg. Co. | 5 | 9 | 119 | Completed |
| Crown Cork & Seal Co. | 1 | | | Not started |
| Glenn L. Martin Co. | 16 | 15 | 219 | Going (Will give to 3000 employees) |
| Fairchild Aircraft | 9 | 48 | 589 | Going |
| Pangborn Corporation | 2 | 3 | 39 | Completed |
| Frederick Iron & Steel | 1 | 1 | 14 | Completed |
| U. S. Coast Guard Yard | | 4 | 42 | Going |
| Congoleum-Nairn, Inc. | | 1 | 10 | Completed |
| Monitor Controller Co. | | 4 | 40 | Completed |
| Western Electric Co. | 1 | | | Not started |
| American Radiator & Standard Sanitary Corp. | | 2 | 22 | Going |
| May Oil Burner Co. | 2 | | | Not started |
| Cons.Gas Elec.Light &Power | 1 | | | Not started |
| General Elevator Co. | | 1 | 17 | Completed |

COPY

# WAR PRODUCTION BOARD - LABOR SUPPLY DIVISION

## RESULTS OF MEETING - FEBRUARY 23, 1942

1. The objectives of pre-employment training were thoroughly discussed so that the shipbuilding companies present would get a better understanding of what they could expect from the schools.

2. The specific trades in which training is now being given were discussed. Present results were analyzed and the future course analyzed.

3. Shipbuilding companies pointed out trades in which no training is being given, and which are vital to their production.

   To summarize, it was decided that arc welding training and ship-fitting training are the two most important fields in which the schools should specialize. It was recommended that the schools establish immediately at least one hundred additional stations in arc welding and that ship-fitting classes, which are not now in existence, be organized simulating as nearly as possible actual ship conditions.

   Of second importance was marine electrical training in which there is little pre-employment work being done at this time. There was also evidenced a need for training in pipe fitting, cutting and copper smithing.

4. It was agreed by all concerned that a shipbuilding training center would be most helpful.

5. At the invitation of Mr. Brunton, plans were laid for a visit to the shipbuilding center in Philadelphia. Representatives of the three large shipbuilding companies, the schools, Mr. Sherwood and Mr. Hook planned to go together.

2/24/42
CFH,Jr./S

CONFIDENTIAL

MINUTES OF TWELFTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)

Held at Baltimore, Maryland, March 16, 1942

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Those attending:

Committee Members

Myer Freyman, Acting Chairman (Alternate for Mr. Woodall)
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
C. W. Mitzel, Regional Labor Representative, War Production Board
Major Paul K. Klaesius, Representative of Office of Under Secertary of War, and Army Representative of Army and Navy Munitions Board
Commander D. H. Stuart, USN (Ret.), Personnel Officer, Navy Yard, Washington, Representative of the Navy Department
S. S. Steinberg, Dean, College of Engineering, University of Maryland, Representative of Defense Training (Engineering)
Julius M. Gardner, Senior Field Representative, Negro Training and Employment Branch, War Production Board
Arthur L. Schoenthal, Senior Apprenticeship Field Representative, U. S. Department of Labor (Alternate for Mr. Moore)
G. J. Hardy, Special Representative, Trade and Industrial Education, U. S. Office of Education (Attended in absence of Mr. McGarvey)
L. B. Sherman, Chief, Labor Needs and Supply Section, National Youth Administration (Alternate for Dr. Hayes)
C. R. Hook, Jr., Training-Within-Industry Representative, War Production Board
Donald H. Sherwood, President, Maryland Car Wheel Company, Representative of Management
Thomas D. Dunn, Assistant Manager, Fourth District, U. S. Civil Service Commission (Alternate for Mr. McAuliffe)
William J. Easton, Assistant Chief, Reemployment Section, Work Projects Administration (Attended in absence of Mr. Herman)

Maryland Committee Members

D. L. B. Fringer, Acting Chairman
Robert O. Bonnell, Governor's Defense Council
Louis F. Troja, State Director of Training and Reemployment, Work Projects Administration of Maryland
William E. Williams, Jr., Fourth District, U. S. Civil Service Commission
John J. Seidel, State Director of Vocational Training for Defense Workers
Glenn D. Brown, State Youth Administrator, National Youth Administration
James W. Coddington, University of Maryland, Representative of Department of Agriculture, Agricultural Workers and Agricultural Employers
Emmett H. Welch, Chief, Division of Occupational Outlook, Bureau of Labor Statistics (Attended in absence of Mr. Davenport)

Note: Major Klaesius, Mr. Mitzel, Mr. Gardner, Mr. Sherwood, Mr. Hook, and Dean Steinberg are members of the Maryland Committee as well as of the Regional Committee.

MAR 26 1942

Others

Walter Burr, Assistant to Deputy Director, Labor Division, War Production Board
Joseph W. Mackenzie, Area Representative, Bureau of Employment Security, Social Security Board
Dr. Frank T. deVyver, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics (Alternate for Professor Snavely)
Alexander Fleisher, National Resources Planning Board
Lt. Karl H. Young, Selective Service
Orton H. Hicks, Chief, Field Program Unit, Contract Distribution Branch, War Production Board
Henri Sokolove, Labor Division, War Production Board
G. W. Creighton, Maryland State Director, Contract Distribution Branch, War Production Board
Charles W. Sylvester, Director, Vocational Education and Defense Training, Maryland
Edgar S. Sheppard, Apprenticeship Field Representative, Department of Labor
John E. Grastorf, U. S. Office of Education
Elizabeth Mulholland, Administrative Assistant, U. S. Employment Service for Maryland
Mrs. L. Lamar Matthews, Informational Service Representative, Regional Office Social Security Board
Herbert Borchardt, Labor Information Representative, Regional Office, Social Security Board
Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Edmund E. Dudek, Assistant Technical Representative, Regional Office, Social Security Board
Jack Hurt, Representative for Defense Training, Regional Office, Social Security Board

This was a joint meeting of the Regional Labor Supply Committee with the Maryland State Labor Supply Committee. Reports were presented by the chairmen of the subcommittees appointed by the Maryland committee as follows:

Activities of State Labor Supply Committee in securing cooperation of management with the Employment Service and the training program.

Mr. Sherwood reported that he and Major Klaesius had called on top management of eight or ten of the largest defense plants in Baltimore, employing a total of 75,000 or 80,000 people. One of the things they were endeavoring to accomplish was to have accurate labor demand figures, approved by management, given to Employment Service. Mr. Sherwood felt it was important to keep management problems and management's attitudes in mind. The essence of his report was that the State Labor Supply Committee has tried to foster and bring about closer management cooperation.

Activities of the State Labor Supply Committee in gearing the training program to industry's needs.

Mr. Hook stated Training-Within-Industry was now advocating job instructor training, which is training foremen to break in new men on jobs or old men on other jobs. They have trained 88 trainers. Trainers take a 20-hour course and are capable of passing it down the line. These trainers have trained 2,293 job instructors. The program of in-plant training has met with splendid success.

Balmar Corporation and Bethlehem Shipyard have accepted recommendations on job breakdown.

In an attempt to obtain more cooperation between shipbuilding companies and vocational schools, a meeting of the subcommittee was held with various shipbuilding company representatives and representatives of the schools. As a result of that meeting, the subcommittee made a trip to Philadelphia to see the shipbuilding training center there which has 1,900 people in training. The Baltimore shipbuilding companies would like to have training established in arc welding, shipfitting, marine electricity, marine pipefitting, and coppersmithing. With regard to the coppersmiths, Mr. Hook said he understood the union would not permit training unless the trainees became members of the union.

The shipbuilding companies are very much interested in a training center specifically for shipbuilding occupations.

The Acting Chairman requested Mr. Fringer to secure more information on the situation with regard to coppersmiths.

Present defense training program and plans for development.

Mr. Seidel distributed a tabulation of this program in Maryland, and described its expansion since August 1940. The total enrollment in the Pre-employment, Supplementary, OSY and NYA program since that time has been 63,852, including those who have completed courses. About 2,000 a month are now being given pre-employment defense training and 83.2% receive employment in occuaptions for which they are trained. Mr. Seidel also described the junior training program. He pointed out difficulties in training on the third shift, and stated that much of the equipment was idle on this shift.

In connection with the shipbuilding training center spoken of by Mr. Hook, Mr. Seidel said a request for additional equipment had been made last June, but because of misunderstanding, the Office of Education hesitated to approve allocation of funds. However, he feels funds will be forthcoming soon, and will provide 350 or 400 training stations which can be used on a 24-hour basis.

Selective Service and the Maryland labor supply.

Major Klaesius stated Selective Service was doing everything possible to cooperate in the proper allocation of men. In visiting plants, he stated he had stressed training and use of women, older men, and those not acceptable to Selective Service because of minor physical defects. Selective Service will not take key men needed in the defense industry.

Occupational Questionnaire DSS Form 311 will be sent out soon to registrants. Completed questionnaires will be sent to the United States Employment Service and to Directors of Selective Service, and will supply information for the National Roster of Scientific and Specialized Personnel and Selective Service and other agencies on the general location and availability of registrants who report experience or training in critical and essential skills.

Defense Housing in the three vital areas of Baltimore.

Mr. Rouse traced the history of defense housing developments in Baltimore.

He stated there were serious housing shortages in the Brooklyn-Fairfield-Curtis Bay area and the Essex-Middle River area. The situation is not so serious at Dundalk, near Bethlehem Steel. Mr. Rouse pointed out difficulties in placing housing near Middle River, because of inadequate public utilities.

Mr. Rouse questioned the Government's plan to build a 902-unit project near Sutton Avenue, which would cost $4,000,000, and, according to his statement, would not relieve the housing problem for Bethlehem Fairfield, Maryland Dry Dock or Glenn L. Martin. He indicated that the Board of Estimates was now considering granting of a building permit.

As a result of this presentation, Mr. Fringer appointed a subcommittee of the State Committee to discuss the matter with the local Board of Estimates and present to the Board facts on labor supply which might be pertinent to the housing problem.

Activities of the Maryland State Labor Supply Committee in development of full use of local labor reserves.

Mr. Mitzel reported on the efforts of his subcommittee to have unemployed workers register with the Employment Service. He said that lack of cooperation by employers and workers applying at the plant gates, make the problem difficult of solution. Compulsory registration was suggested as the answer.

He also reported that the unions have been most active in effecting negotiated transfers, but no provision has been made for non-union men, who have no bargaining agents.

He pointed out that labor supply in Elkton was practically exhausted, but that a training course for Negroes has been set up which, if successful, will help the situation somewhat. However, the supply of available Negroes in that area is not large.

Following Mr. Mitzel's report, there was a discussion on the use of Negroes by the shipyards and other Baltimore industries. As a result, Mr. Fringer designated Major Klaesius and Mr. Sherwood to call on the Maryland Drydock, Bartlett and Hayward, and American Hammered Piston Ring Companies and endeavor to persuade them to utilize Negroes.

Analysis of Maryland labor demand and supply.

Mr. Fringer stated that about 50,000 workers will be needed in Baltimore during the current year. Of this number, some must be highly skilled and most of them must have some skill. Employment Service has about 25,000 people in the active file. This has increased approximately 5,000 since the first of the year, due chiefly to displaced workers in the automobile industry. He estimated that from this file 5,000 qualified workers might be found. At the same time, about 10,000 a month are being added to the active file. Placements average 4,000 or 5,000 a month.

This demand for 50,000 workers will have to be filled by full utilization of the local labor supply, out of town workers, women who have never worked, young people who will be rushed through school, older people, those from non-defense industries, lowering of employer specifications, etc. It was estimated that the Employment Service will perhaps be able to furnish about 50% of the need.

Employment Service has had some difficulty in obtaining women. The normal factory labor market of females is about exhausted, though there are thousands of women who are potentially employable. The problem now is to reach these women and sell them on the necessity of taking jobs in a plant.

A subcommittee has been appointed to obtain information on the local supply of Negroes.

Mr. Fleisher suggested the development of further information on the local labor supply. The Regional Committee directed Mr. Fringer to secure such information.

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Executive Session of Committee, March 16, 1942

Those attending:

Myer Freyman
Professor Tipton R. Snavely
C. W. Mitzel
Major Paul K. Klaesius
Commander D. H. Stuart
Julius M. Gardner
Arthur L. Schoenthal
G. J. Hardy
L. B. Sherman
Thomas D. Dunn
William J. Easton
Walter Burr
Joseph W. Mackenzie
Dr. Frank T. deVyver
Alexander Fleisher
Orton H. Hicks
Henri Sokolove
Mrs. L. Lamar Matthews
Herbert Borchardt
Wirt A. Gill
Edmund E. Dudek
Jack Hurt

1. Minutes of Last Meeting

Dr. deVyver requested that on page 11, paragraph h-(2) "National Association of Machinists" be corrected to read "International Association of Machinists."

Mr. McAuliffe requested by letter that the minutes be amended on page 3, paragraph 2, to show that the Civil Service Commission is the only agency authorized to secure employees for Federal establishments.

With these corrections, the minutes of the eleventh meeting were adopted.

2. Unfinished Business

a. Employment of Negro machine operators in shipbuilding industry in Hampton Roads area.

Commander Stuart, chairman of the subcommittee appointed on this matter, reported that the parties in the Government agencies in Hampton Roads were acting within their proper authority in not granting releases. However, the question of policy seems to be that whenever a person in an unskilled line is offered and is qualified for a better position, he should be allowed to accept it. In other words, administration of Executive Order 8760 should be such that it does not work an undue hardship on the individual.

Mr. Gardner reported that the two men in question had obtained releases.

b. Report on trainees sent to Norfolk Navy Yard.

This problem was discussed by the subcommittee with Mr. McAuliffe on February 21, and on February 25, Mr. Sherman and Mr. Gill visited the local employment office in Portsmouth.

Mr. Gill reported that at that time, about 1,500 applications had been referred to Norfolk Navy Yard, but verifications on action taken had been received on only 300 of these cases. Mr. Fields, local Civil Service representative, will follow up on all applications received prior to the end of January and will try to expedite determination of action taken. Mr. Fields is doing everything in his power in cooperating with Employment Service and much of the success so far is due to his efforts. Prompter action by Naval hiring authorities in notifying Civil Service officials of action taken would be highly desirable.

Mr. Gill's report also contained information regarding the mechanics of reporting verifications of referrals to the Norfolk Navy Yard.

c. Housing - Blackstone, Virginia.

The Blackstone Chamber of Commerce is maintaining a housing register. However, the situation has become more and more serious, has increased difficulties in labor recruitment and can be expected to become steadily worse until April 1, at which time the barracks being constructed will be made available to construction workers. This will relieve housing, but then the problem will be one of feeding. A suggestion has been made that portable Army kitchens be brought in.

It was decided that Professor Snavely and Lt. Colonel Precival S. Moses (Major Klaesius's alternate in Virginia) should visit Blackstone, discuss the feeding situation with representatives of the War Department and the contractor, determine from the information they develop which agency holds responsibility in the matter, and then follow through, if necessary, with the War Department.

d. Housing and Labor market survey - Durham, North Carolina.

Doctor deVyver distributed copies of a summary of the labor market survey at Durham. This report indicated at least 15,000 construction workers would be engaged in building Camp Butner and that serious housing difficulties would arise for these workers.

No difficulty is anticipated in housing the 2,500 additional workers who will be hired by Wright Automatic, since private capital is planning to house these workers.

An analysis of labor supply in the area indicates a total of about 10,000 available, of whom 2,500 are skilled and 2,000 semi-skilled. Transportation facilities in the area are not adequate for handling camp construction workers. The training program in the area is being stepped up.

Mr. Sokolove reported he had contacted the Corps of Engineers several weeks ago and they informed him they did not think there would be a problem of housing. In view of Dr. deVyver's report, he will re-contact Corps of Engineers.

e. Wright Automatic Tobacco Packing Machine Company - Durham, North Carolina.

Mr. Gill reported on the job studies made by an Occupational Analyst of the Bureau of Employment Security at this plant in connection with its need for 500 machinists, 600 machine tool operators, and 900 production workers. The studies indicated that machinists are not necessary and that machine tool operators will be acceptable. If they are not available, trainees will be acceptable.

The company plans ultimately to use women for assembly work. However, at present, it does not wish to receive applications from women nor to have training classes established for women. It is not planned to use them until the end of the calendar year. The same wage rate as for men will prevail.

f. Expansion of training - North Carolina.

Mr. Hardy reported that since the Durham meeting, 55 new training classes are in operation in North Carolina. Additional classes are also planned. Training has been started for wholly or partially displaced hosiery workers. As of January 31, there were 134 white classes with an enrollment of 1,997 and 7 Negro classes with an enrollment of 98; as of March 13, there were 187 white classes with an enrollment of 2,916, and 9 Negro classes with an enrollment of 124.

More Negro training will be started when instructors can be found. Instructors are also needed for white classes.

NYA in Durham has made available equipment to train 20 Negro youths in machine shop operation. Employment Service is endeavoring to select 20 qualified Negro youths and a machine shop foreman for this purpose.

Plans are being made for the training of women, but they are still tentative. In Durham 20-hour classes have been established for hosiery workers, but it has been difficult to secure people for these courses.

As a result of the survey of idle equipment, negotiations are under way with Liggett and Myers Tobacco Company and American Tobacco Company to obtain use of their equipment for defense training purposes. A company in Charlotte has offered the use of its sheet metal shop and another company has offered the use of its welding shop. Classes will be started immediately in these shops.

As a result of Mr. Hardy's report, it was decided that the Acting Chairman should request Employment Service for North Carolina to endeavor to secure instructors in the State, and elsewhere, if necessary, through the clearance system.

Doctor deVyver was requested to check on the reasons for the difficulty in securing people for the classes in Durham.

3. New Business

a. Maryland State Labor Supply Committee.

The Regional Committee felt that the Maryland Committee was somewhat vague in their reports on training and was not satisfied with their accomplishments in obtaining fuller utilization of local labor supply. The Regional Committee also felt that the Maryland committee should hold more frequent meetings and should meet with local employers as the Regional Committee has done.

A subcommittee, composed of Mr. Woodall, as Chairman, Mr. Sherman and Doctor deVyver was appointed to meet with a subcommittee to be appointed by the Maryland committee to review its accomplishments, to suggest that more frequent meetings be held, and to discuss the advisability of another joint meeting in Baltimore, to which employers would be invited.

b. Conferences on War Production Board Production Drive.

Mr. Freyman advised the committee of the War Production Drive meeting to be held in Baltimore, Maryland on March 20 and urged the members to attend.

c. Proposed Revised Labor Supply Organization.

A brief discussion was held on the "Tentative Instructions and Policies Governing the Conduct of the Labor Supply and Training Program of the Labor Division of the War Production Board."

Mr. Sherwood felt that the new plan was too complicated and would defeat any good it might accomplish. He also felt that there should be more management representative on the committee.

A question was raised as to why WPA was not included in the representation.

Mr. Dunn inquired if the statement that labor requirements for war production industry will have first priority meant priority over Army and Navy establishments. He felt this should be clarified.

Committee members were requested to put any additional comments in writing and forward them to the Acting Chairman.

4. Next Meeting

The next meeting of the Regional Labor Supply Committee will be held on April 13 and 14 in Virginia. A subcommittee, composed of Mr. Hurt as chairman, Professor Snavely and Mr. Hardy, was appointed to arrange for the meeting. Details as to agenda and exact place of meeting will be furnished later.

5. Adjournment

There being no further business before the committee, the meeting was adjourned.

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Twelfth Labor Supply Committee Meeting
## Baltimore - March 16, 1942

### LABOR SUPPLY COMMITTEE PROBLEMS

#### Activities of State Labor Supply Committee in Securing Cooperation of Management with the ES and the Training Program

The Representative of Management stated that he and Major Klaesius, CUSN, called on top management of eight or ten of the largest defense plants in Baltimore, employing a total of 75,000 or 80,000 people, in an endeavor to have accurate labor demand figures, approved by management, given to the ES. The essence of the report was that the State LSC has tried to foster and bring about a closer management cooperation.

#### Maryland State Labor Supply Committee

The Regional Committee was not satisfied with the accomplishments of the Maryland Committee in obtaining fuller utilization of local labor supply, and also felt that the Maryland Committee should hold more frequent meetings, and meet with local employers.

Action: A sub-committee was appointed to meet with a sub-committee of the Maryland Committee to discuss these problems as well as the advisability of another joint meeting in Baltimore, to which employers would be invited.

### LABOR RECRUITMENT

#### Wright Automatic

A report was made on the job studies made by an Occupational Analyst of the Bureau of Employment Security in connection with this company's need for 500 machinists, 600 machine tool operators, and 900 production workers. The studies indicated that machinists are not necessary, and that machine tool operators will be acceptable. If they are not available, trainees will be acceptable.

The company plans ultimately to use women for assembly work. However, at present, it does not wish to receive applications from women nor to have training classes established for women. It is not planned to use them until the end of the calendar year. The same wage rate as for men will prevail.

### JOB DILUTION, UPGRADING AND TWI

#### Activities of the State LSC in Gearing the Training Program to Industry's Needs

The TWI representative stated that TWI is now advocating job instructor training, which is training foremen to break in new men on jobs

JOB DILUTION, UPGRADING AND TWI - Continued

Activities of the State LSC in Gearing the Training Program to Industry's Needs - Continued

or old men on other jobs. They have trained 88 trainers who, in turn, have trained 2,293 job instructors. The program of in-plant training met with splendid success.

A meeting was held between shipbuilding companies and vocational schools, after which the sub-committee made a trip to Philadelphia to see the shipbuilding center where 1,900 people are in training. The Baltimore shipbuilding companies wish to have training established in arc welding, shipfitting, marine electricity, marine pipefitting, and coppersmithing. It is understood that the union will not permit training of coppersmiths unless trainees become members of the union. It is believed that 350 to 400 training stations, which can be used on a 24-hour basis, will be provided soon. The Acting Chairman requested Mr. Fringer to secure more information on the situation with regard to coppersmiths.

DEFENSE TRAINING

Present Defense Training Program and Plans for Development

The State Director of Vocational Training distributed a tabulation of the program in Maryland, and its expansion since August 1940. About 2,000 a month are now being given preemployment defense training, and 83.2% receive employment in occupations for which they are trained. The junior training program was described, and mention was made of the difficulties in training on the third shift on which much of the equipment is idle.

Expansion of Training

As a result of the survey of idle equipment, negotiations are under way with Liggett and Myers Tobacco Company and American Tobacco Company to obtain use of their equipment for defense training purposes. A company in Charlotte has offered the use of its sheet metal shop and another company has offered the use of its welding shop. Classes will be started immediately in these shops.

MINORITY PROBLEMS

Use of Negroes by Shipyards and Other Industries in Baltimore

Following a discussion of this problem, Mr. Fringer designated Major Klaesius and Mr. Sherwood (representing Management) to call on the Maryland Drydock, Bartlett and Hayward, and American Hammered Piston Ring Companies, and endeavor to persuade them to utilize Negroes.

MINORITY PROBLEMS - Continued

Employment of Negro Machine Operators in Shipbuilding Industries in Hampton Roads Area

Commander Stuart, Chairman of the sub-committee appointed on this matter, reported that the parties in the Government agencies in Hampton Roads were acting within their proper authority in not granting releases. However, the question of policy seems to be that whenever a person in an unskilled line is offered, and is qualified for a better position, he should be allowed to accept it. In other words, administration of Executive Order 8760 should be such that it does not work an undue hardship on the individual.

Mr. Gardner (Negro Training) reported that the two men in question had obtained releases.

Analysis of Maryland Labor Demand and Supply

Mr. Fringer stated that about 50,000 workers will be needed in Baltimore during the current year.

This demand for 50,000 workers will have to be filled by full utilization of the local labor supply, out of town workers, women who have never worked, young people who will be rushed through school, older people, those from non-defense industries, lowering of employer specifications, etc. It was estimated that the Employment Service will perhaps be able to furnish about 50% of the need.

Employment Service has had some difficulty in obtaining women. The normal factory labor market of females is about exhausted, though there are thousands of women who are potentially employable. The problem now is to reach these women, and sell them on the necessity of taking jobs in a plant.

COMMUNITY PROBLEMS

Housing and Labor Survey, Durham, North Carolina

A summary of the labor market survey at Durham was distributed, indicating that at least 15,000 construction workers would be engaged in building Camp Butner, and that serious housing difficulties would develop for these workers.

Housing - Blackstone, Virginia

The Blackstone Chamber of Commerce is maintaining a housing register. The housing shortage has increased difficulties in labor recruitment, and is expected to become steadily worse until April 1, at which time the barracks being constructed will be made available to construction workers. This will relieve housing, but the problem of feeding will be serious. A suggestion has been made that portable Army kitchens be brought in.

COMMUNITY PROBLEMS - Continued

Housing - Blackstone, Virginia - Continued

Action: The Bureau of Labor Statistics representative and Lt. Colonel Moses were requested to visit Blackstone, discuss the feeding problem with representatives of the War Department and the contractor, determine which agency holds responsibility in the matter, and then follow through, if necessary, with the War Department.

Defense Housing in the Three Vital Areas of Baltimore

A history of defense housing developments in Baltimore was given. It was stated that housing shortages in the Brooklyn-Fairfield-Curtis Bay area, and the Essex-Middle River area are serious. The situation at Dundalk, near Bethlehem Steel, is not so serious. The Government's plan to build a 902-unit project near Sutton Avenue, at a cost of $4,000,000 was questioned.

Action: As a result of the presentation, Mr. Eringer appointed a sub-committee of the State Committee to discuss the matter with the local Board of Estimates and present to the Board facts on labor supply which might be pertinent to the housing problem.

Field Management Division
United States Employment Service
April 6, 1942

Suppl. for Mrs. Schaffer
Vol. 1

CONFIDENTIAL

MINUTES OF THIRTEENTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)
Held at Roanoke, Virginia - April 21 and 22, 1942

CHILDREN'S BUREAU
MAY 14 1942
DEPARTMENT OF LABOR

Those attending all meetings:

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COMMITTEE MEMBERS

James H. Woodall, Acting Chairman
Professor Tipton R. Snavely, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
Dr. Mary H. S. Hayes, Director, Division of Youth Personnel, National Youth Administration
Lt. Col. Percival S. Moses, State Occupational Advisor, State Headquarters for Selective Service, Richmond, Va. (Alternate for Major Klaesius)
Fred H. Drayer, Labor Relations Specialist, Farm Security Administration, Representative of Department of Agriculture, Agricultural Workers and Agricultural Employers
Julius M. Gardner, Senior Field Representative, Negro Training and Employment Branch, War Production Board
Arthur L. Schoenthal, Senior Apprenticeship Field Representative, U.S. Department of Labor (Alternate for Mr. Moore)
G. J. Hardy, Special Representative, Trade and Industrial Education, U.S. Office of Education (Attended in absence of Mr. McGarvey)
William J. Easton, Acting Director, Reemployment Section, Work Projects Administration
T. D. Dunn, Assistant Manager, Fourth U.S. Civil Service District, U.S. Civil Service Commission

Others

John Foy, Labor Division, War Production Board
Joseph W. Mackenzie, Labor Supply Area Representative, United States Employment Service, Social Security Board
Alexander Fleisher, Principal Economist, National Resources Planning Board
Doctor Frank T. deVyver, Special Industrial Consultant of Occupational Outlook Service, Bureau of Labor Statistics
D. George Price, Liaison Officer, U.S. Office of Education
Louise Moore, Agent, Industrial Education Girls and Women, U.S. Office of Education
Frances W. Trigg, Special Agent, Defense Work for Women, U.S. Office of Education
Victor Fields, Special Representative, U.S. Civil Service Commission
Harold J. McCormick, Chief Regional Supervisor, Region III, Work Projects Administration, Atlanta, Ga.
Philip E. W. Goodwin, Financial Consultant, Bureau of Finance, War Production Board
Myer Freyman, Asst. Regional Representative, Regional Office, Social Security Board

MAY 8 1942

Wirt A. Gill, Regional Economic Analyst, Regional Office, Social Security Board
Jack Hurt, Representative for Defense Training, Regional Office, Social Security Board
L. L. Matthews, Informational Service Representative, Regional Office, Social Security Board
Herbert Borchardt, Labor Information Representative, Regional Office, Social Security Board

Those attending all meetings except Executive Session:

Frank A. Cavedo, Director, United States Employment Service for Virginia, Richmond, Va.
T. E. Burke, State Youth Administrator, National Youth Administration, Richmond, Va.
Raymond V. Long, State Director of Vocational Training for Defense Workers, Richmond, Va.
Ford Hibbard, State Director, Division of Training and Reemployment, Work Projects Administration, Richmond, Va.
H. E. Mecredy, District Manager, Work Projects Administration, Roanoke, Va.
John M. Weber, Field Supervisor, United States Employment Service for Virginia, Richmond, Va. Field Supervisor
Ralph M. Turner, United States Employment Service for Virginia, Lynchburg, Va.

Those attending April 21 meetings:

Coy Watson, Manager, United States Employment Service for Virginia, Roanoke, Va.
Kurt A. Schneider, Vocational Education, Roanoke, Va.
Roy A. Newkirk, Vocational Education, Roanoke, Va.
Walter C. Chapman, Area Director, National Youth Administration, Roanoke, Va.
John G. Glasgow, National Youth Administration, Roanoke, Va.
E. Fred Reeves, District Director, Division of Training and Reemployment, Roanoke, Va.
G. L. Whitlow, Board #2, Selective Service, Roanoke, Va.

Those attending morning session of April 21 and morning session of April 22:

Lt. Commander M. Owen Lewis, Asst. District Civilian Personnel Officer, Naval Operating Base, Norfolk, Va.
Charles D. Young, Chief Clerk to Commandant, Naval Operating Base, Norfolk, Va.

Those attending morning session of April 21: (Employer representatives)

Henry C. Sexton, Personnel Superintendent, Celanese Corporation of America, Narrows, Va.
C. Doolittle, Plant Accountant, Celanese Corporation of America, Narrows, Va.
N. W. Wellford, Personnel Manager, American Viscose Corporation, Roanoke, Va.
Thomas D. Marshall, Employment Manager, Virginia Bridge Co., Roanoke, Va.

O. F. Hark, Asst. Superintendent, Motive Power, Norfolk & Western Railway Company, Roanoke, Va.
J. R. Derrick, Manager, Roadway Maintenance, Norfolk & Western Railway Company, Roanoke, Va.
Colonel L. D. Booth, United States Army, Radford Ordnance Works, Radford, Va.
A. Van Beek, Manager, Radford Ordnance Works, Hercules Powder Co., Radford, Va.

Those attending afternoon session of April 21: (Organized Labor and Negro representatives)

C. C. Cochran, President, Roanoke Central Labor Union, Roanoke, Va.
John F. Kabler, Business Representative, Local 11, Textile Workers Union of America, C.I.O. Roanoke, Va.
W. Howard Reeves, Sheet Metal Workers' Union, Washington, D.C.
S. R. Wheeler, General Chairman, Railway Machinists, International Association of Machinists, Roanoke, Va.
O. T. Lemon, General Chairman, Sheet Metal Workers, Railway Employees Department, Roanoke, Va.
E. A. Blackburn, General Chairman, Brotherhood of Railway Carmen, Roanoke, Va.
E. L. Mawyer, General Chairman, International Brotherhood of Electrial Workers, Roanoke, Va.
W. L. Spicer, General Chairman, International Brotherhood of Firemen & Oilers, Bristol, Va.
R. R. Greenwood, Inspector, State Department of Labor & Industry, International Assn. of Machinists, Roanoke, Va.
Dr. L. C. Downing, Superintendent, Burrell Memorial Hospital, Roanoke, Va.
Fred Lawson, Lucy Addison High School, Roanoke, Va.
A. L. James, Pastor, Roanoke, Va.
Dr. H. T. Penn, Dentist, Roanoke, Va.
Professor S. F. Scott, Principal of Lucy Addison High School, Roanoke, Va.
Joseph B. Tynes, Lucy Addison High School, Roanoke, Va.
Juan W. Nabors, Lucy Addison High School, Roanoke, Va.
Robert Easley, Jr., Roanoke Public School, Roanoke, Va.

Those attending morning session april 22: (Norfolk Navy Yard)

Lt. Commander G. A. Andrews, Personnel Officer (Civilian Employees), Norfolk Navy Yard, Norfolk, Virginia

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April 21, 1942 - Morning Session
Meeting with Employers

American Viscose Corporation, Roanoke, Virginia

This plant is releasing employees rather than recruiting them. It now employs 3,500, has released about 1,000 employees in the last two years and

will probably release another 200 men and 400 women. About 19 to 20% of their male employees might be replaced with women without any difficulty.

Virginia Bridge Company, Roanoke, Virginia

This plant employs a total of 750 employees and is engaged 98% on defense contracts. Mr. Marshall stated that the plant could not go on a 3-shift basis because of lack of key men. It is now working two shifts, one 12 hours and the other 10 hours. Current needs are two template makers, four or five iron workers, and perhaps two crane operators.

Norfolk and Western Railway Company, Roanoke, Virginia

Mr. Hark stated they had no particular problem with regard to securing personnel. They are training their own men, and have increased their apprenticeship program as much as possible and are upgrading their employees.

In answer to a question as to whether their shops could be used to take on tank sub-assembly work, Mr. Hark said that they had gone into that, and could do only railroad work.

Radford Ordnance Works, Radford, Virginia

The Radford Ordnance Works is a powder plant and the New River Ordnance Plant, about 15 miles away, is a bag-loading plant. There are 3,500 employees at the New River plant and this force will be augmented in the very near future. Colonel Booth stated that this plant is having no difficulty whatsoever in finding employees. Women comprise about 30% of the employees at the bag-loading plant and could be used in a greater part of the work.

Mr. Van Beek stated about 5,500 people are employed at the Radford plant between the ages of 20 and 36. About 2,000 of these are single, so the draft is expected to take from 1,000 to 3,000 employees. These losses will be replaced with older men and women. About 200 women have been transferred from New River, and this force will be increased to 400 or 500 in the next four or five weeks. The company has had some difficulty in recruiting common labor for construction, since it can only pay 40¢ per hour for construction labor as compared to 60¢ for unskilled production labor.

Mr. Van Beek stated in-plant training is going on very rapidly at Radford, as other plants are being staffed by transfers from Radford. While it normally requires six or eight months to train operators, it must now be done in a much shorter time--about one to four weeks. Defense training is not of much assistance, as training must be done in the plant.

Housing and transportation are the biggest problems. About 2,250 cars per day come into the Radford plant, averaging 3.6 persons per car. The railroads cannot be of assistance, due to difficulty in securing equipment. Barracks for both men and women are in use at New River, barracks for men at Radford. Three hundred houses are being built at Dublin.

Celanese Corporation of America, Narrows, Virginia

There has been difficulty here in securing employees, and great difficulty in holding them. The present force comprises about 3,000 employees, of whom 900 are skilled, and 300 are women. Many men leave this plant after training, when they are earning from 60 to 70¢ an hour and go to defense plants at wages up to $1.50 per hour. The plant is now bidding on government war contracts.

Mr. Sexton was approached by WPA on the use of their workers. He accepted 90 applications, called for all to report but none showed up. He also offered employment to some 400 applicants reached through Employment Service clearance, offering to pay transportation and guaranteeing housing, but was able to hire only three persons. He stated he had been able to hire 19 skilled men in Richmond through newspaper advertising, independent of the Employment Service.

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Defense Training Program in Virginia

Mr. Long summarized the defense training program in Virginia, giving the number enrolled in pre-employment courses as 5,893, and describing the various courses. He stated the biggest problem in training still centers around the Hampton Roads area. The consensus seems to be that more emphasis should be on training persons already in the area, including women.

Not more than 60% of the training facilities in Virginia are being utilized fully, that is, on a 24-hour basis, but plans are being made for the full use of training stations. There is a large potential load of trainees in the State, but the volume is in Southwest Virginia, and the equipment is located in other sections. Efforts are being made to erect temporary training schools wherever they are needed, in which training will be conducted on a 24-hour basis.

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April 21, 1942 - Afternoon Session
Meeting with Organized Labor and Negro Representatives

ORGANIZED LABOR

The labor representatives agreed that the people in the Roanoke area are not taking the war as seriously as they should, that there are too many idle machines, too many skilled mechanics working at non-essential jobs, and plants with millions of dollars tied up in machinery only working one shift.

One of the labor representatives, Mr. Cochran, stated he had made a survey a short time ago of about ten plants, covering machinists' trades. None of the plants were working more than one shift and some not an entire

shift. Some of these firms had endeavored to secure war work and had been low bidders in several instances. However, they could not obtain contracts as they were not large enough.

It was stated that Virginia Bridge Company has machinery which could be utilized. Norfolk and Western Railway has one of the best equipped railroad shops in the United States, and the representatives were convinced that this company could turn out, with a few more men, twice the work it is now doing. They feel very definitely that the Norfolk and Western shops can be utilized on defense work and that plenty of machinists are available in Roanoke. There are ten or eleven on the police force, four or five in the insurance business, etc. Since most of them have families and own their homes, they do not want to go to defense areas, but if more equipment in Roanoke were utilized, they could be of service.

Mr. Woodall explained the plan under way in North Carolina to enable small plants to obtain contracts. The State has been divided into ten areas and a coordinator has been selected, who will act as leader and will go to Washington to attempt to get contracts, acting as prime contractor. A survey has been made of the equipment in these plants which can be converted or utilized. He felt that this plan might be used by small plants in this area.

Mr. Woodall stated he would like to appoint, at the executive session, a subcommittee to discuss, with organized labor and management, some of the important problems presented by union representatives. He recommended that Mr. Blackburn, Mr. Cochran, and Mr. Wheeler serve as representatives of labor, if such a committee is formed.

NEGROES

The Negro representatives expressed gratification at being invited to meet with the committee and discuss their problems. They feel that they are patriotic Americans and are anxious to serve their country. However, they also feel that opportunities for them are very limited and that discrimination is shown them.

There are 37 young Negro men in training in Lucy Addison High School. However, graduate trainees have not been able to find jobs. This is due in part to their failure to maintain Employment Service registration.

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Discussion of Local Training and Labor Supply by Members of Roanoke Council of Administrators

Training classes in Roanoke are being operated at capacity, 24 hours a day. There are about 350 people in training, both white and colored. There is no shortage of trainees--in fact, Employment Service has a waiting list of about 100. Steps are being taken to increase the training of women. At

present, 51 women are being trained. A training course has been set up for Virginia Airmotive Company, in which women are being trained in a specialized form of aircraft welding.

There is no critical shortage of labor in Roanoke.

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April 22, 1942 - Morning Session
Labor Needs of Norfolk Navy Yard

Employees are being taken on at the Norfolk Navy Yard at the rate of 2,000 a month while losses average 600 per month. There is a possibility that the effect of Selective Service will increase losses to about 1,000 a month, which would leave a net gain of 1,000 a month. This will bring total employment at close of the calendar year to 45,000 employees.

The Navy Yard has found training 90% effective. Reasons for failure of 10% are: (1) Some are dissatisfied when they are sent to work at Ammunition Depot or Operating Base instead of Navy Yard; (2) some are disgruntled when they are not assigned to work for which they are trained; and (3) others become homesick because of housing conditions.

Commander Andrews said trainees should state on their application if they wish only to work at Navy Yard. The Yard cannot absolutely control assignments to various shops, as they must be made according to current needs. About one third are not assigned to trades for which they are trained.

The Navy Yard does not want electric or gas welder trainees, but would rather train men than take 90% of those referred. One of the difficulties is that electric welding trainees have had no experience with galvanized metal.

The Labor Board will not accept men who are in Selective Service 1-a classification. Furthermore, a position in the Navy Yard does not mean deferment, as it requires three months to determine whether an employee is valuable.

The Navy Yard is now employing women, and their present rule is to take only women domiciled in the area. About 300 women are now employed and 1,000 will be by July 1. However, some difficulty is being experienced by Employment Service in getting sufficient women for training purposes.

Commander Andrews stated the Yard feels the training program has been their salvation, and that it saves from six weeks to two months in training new employees.

Housing is a real problem in this area. At present, quarters are available only for men without families. On May 1, a workmen's barracks to house 300 men will be completed, increasing barracks accommodations to 800. Five thousand demountable houses will be available July 1 for low paid workers, which will meet the needs during July and August. It is expected the situation will again become acute in September or October.

Mr. Fields presented the following report as of April 17, which will be of interest:

| | | |
|---|---|---|
| No. of applications rec'd. from Employment Service | 3,567 | |
| No. of applications rec'd. from other sources | 3,097 | 6,664 |
| No. of eligibles as a result of applications submitted by Employment Service | 3,541 | |
| No. of eligibles - other sources | 1,678 | 5,219 |
| No. appointed at Norfolk Navy Yard as helper trainee | 1,327 | |
| No. appointed at Norfolk Navy Yard in other positions | 425 | |
| No. appointed at Ammunition Depot as helper general | 1,135 | |
| No. appointed at Air Station as helper trainee | 132 | |
| Other | 11 | 3,030 |

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The N.Y.A. Program in Virginia

Mr. Burke outlined the N.Y.A. program in Virginia, describing the various defense projects and the numbers assigned. Facilities for girls are being expanded. He stated that about 50% of N.Y.A's trainees are appointed to Norfolk Navy Yard. One of the greatest problems is breaking of home ties, so trainees will make satisfactory employees and hold jobs--not leave because of homesickness. He feels that resident projects are a great aid in helping the young people to become adjusted to being away from home.

Analysis of Labor Supply and Demand in Virginia

Mr. Cavedo and Mr. Weber presented analyses on labor supply and demand in Virginia. The present supply of labor was shown to be in excess of the demand in war industry, but insufficient to meet temporary agricultural needs on the Eastern shore. An estimated 11,000 new entrants to the labor market from the schools this spring, 9,000 displaced workers and 3,000 women will augment the present supply. Principal demand is for construction workers.

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April 22, 1942
Executive Session of Committee

1. Discussion on Meeting with Employers

The members of the Council of State Administrators and W.P.A. consultant were present during the discussion and agreement on courses of action in which they were concerned:

American Viscose Corporation

Problem: Probable lay-off of 600 employees, when certain equipment is completed.

Action: Employment Service should contact company to insure registration of displaced workers.

Virginia Bridge Company

Problem: Need for 2 template makers, 4 or 5 iron workers and 2 crane operators.

Action: Employment Service should contact company to obtain orders in an effort to secure these workers.

Radford Ordnance Works

Problem: Have 200 women in operations and expect to increase this figure to 400 or 500 within next four or five weeks.

Action: Council of State Administrators should arrange meeting with Radford Council of Local Administrators and company representatives and ascertain:

(a) How defense training can help meet this need.
(b) How facilities of State Council can help in getting women into the plant.
(c) If clearance orders can be obtained to aid plant in securing chemical engineers.

Celanese Corporation of America

Problem: This company is attempting to obtain war contracts and if successful, will need a large number of skilled workers. Figures on estimates have been given to Mr. Gill.

Action: Council of State Administrators will contact company to ascertain if it will consider the use of trainees, and if so, what can be done for them in this connection.

Norfolk Navy Yard

Problem: Dissatisfaction on the part of some trainees when they are not assigned to work for which they have been trained, and also when they are assigned to work at Ammunition Depot or Operating Base instead of Navy Yard.

Action: Employment Service should make it clear to trainees that if they are not willing to accept jobs to which they are assigned, they should not apply at Navy Yard. (Note: Bulletin on this has gone to local offices.)

Problem: Norfolk Navy Yard does not wish to accept any more trainees as welders.

Action: Council of State Administrators should contact Commanders Britt and Davenport to ascertain:

(a) Why are welder trainees not desired by the Yard?
(b) Could welding training courses be adopted to fit the needs?

Problem: Difficulty in securing women to train for work at Norfolk Navy Yard.

Action: Council of State Administrators should contact Admiral Gygax and attempt to inaugurate a program of publicity to get women interested in working at Navy Yard.

Utilization of Vacant Training Stations in Virginia

Problem: Fuller utilization of vacant training stations.

Action: Council of State Administrators should:

(a) Make a survey of idle equipment in training centers.
(b) Investigate possibility of finding new equipment.
(c) Investigate possibility of shifting equipment to areas where there is a concentration of trainees.
(d) Make a survey of idle equipment in factories. In this connection

1. The State Council will make this survey on the basis of utilizing equipment for training purposes.
2. The Regional Labor Supply Committee will endeavor to see if factories cannot obtain war contracts for utilization of idle equipment.

Men Working out of Skills in Roanoke

Problem: Mr. Cochran stated there were quite a number of skilled men in Roanoke working out of their skills.

Action: Local manager of Employment Service should secure the names of these men. He should then contact them and find out if they are interested in coming into the labor market on war production work.

Training of Women as Welders for Virginia Airmotive Company

Mr. Price stated a meeting had been held regarding the speeding up of this training. Four 6-hour shifts will be operated each day, instead of three 8-hour shifts, and two persons will be assigned to a station instead of one. If this is carried out, 96 women can be trained at one time, instead of 36, as at present. Additional teachers will be needed to carry out this program.

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At this point, the Council of State Administrators and WPA consultant were excused. They were requested to furnish a progress report by May 15.

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2. Minutes of Previous Meeting

In accordance with letter received from Major Klaesius under date of March 27, the last sentence in the first paragraph on page 4 was amended as follows: "Selective Service does not intend to take key men needed in industry at the present time or at least until replacements can be secured or trained."

With this correction, the minutes of the twelfth meeting were adopted.

3. Unfinished Business

a. Housing - Durham, N.C.

Doctor deVyver reported he had gone as far as he could on this problem. He feels the housing shortage in Durham is critical and the District Engineer of the War Department does not. The War Department survey was made before the tire shortage, when it was possible for people to commute. Doctor deVyver reported it was already becoming difficult to secure workers because of housing.

It was decided that the Acting Chairman will request Major Klaesius to ask his alternate in North Carolina, Major Caveness, to consult with Doctor deVyver on this problem. The facts should be presented, through proper channels, to the War Department.

b. Housing and Feeding - Blackstone, Va.

The subcommittee assigned to this problem reported that adequate meals are now being provided at Blackstone and feeding is no longer a problem.

Housing is still a problem. The contractor received permission to use the barracks now erected, but under the regulation that materials and supplies in possession of the War Department may not be used for civilian purposes, he could not obtain cots, mattresses or blankets.

The contractor had an opportunity to purchase 1,500 cots from a firm in New York City, but refused to buy them until the total number needed, 4,000, could be secured, as he said morale of the men would be affected if all of them were not housed.

It was decided that Professor Snavely and Mr. Cavedo should contact Mr. Street, the project manager, and endeavor to persuade him to purchase the 1,500 cots, and it was felt such action would go a long way towards solution of the problem. (Note: Since this meeting the Acting Chairman has been advised that the contractor has purchased 2,000 cots.)

c. Training for Coppersmiths

Mr. Fringer reported that while companies could use a few additional coppersmiths, problem has been solved to a great extent by use of apprentices. In Mr. Fringer's opinion, there is not sufficient demand to warrant establishment of training courses.

So far as union feeling is concerned, the opposition to short-time and informal training is more a matter of individual craft feeling than union policy.

d. $4,000,000 Housing Project in Baltimore

A subcommittee of the Maryland committee contacted the Board of Estimates on this matter, requesting them to withhold action on approval until a further determination of the necessity could be made. This project was discussed with housing authorities in Washington and it was found that it had the approval of the War Production Board, based on the fact that additional housing was also to be provided in the Curtis Bay-Fairfield area. Therefore, the Maryland Committee advised the Board of Estimates there was no further objection to the authorization of this work.

e. Training of Negroes and Displaced Workers - Durham, N.C.

The Acting Chairman's office reported that a memorandum had been received from Mr. Albright indicating an option has been taken on a building in Durham to be used for the training of Negroes. Two Negroes have been sent to Greensboro to be tested for their qualifications as welding instructors. Training will be ready for operation within four weeks, depending on receipt of equipment. Approximately 60 trainees can be taken care of at a time.

Mr. Gardner reported that equipment is already being brought in and training will start in the next few days. He was told at the school that places were ready and had been for a month. Employment Service informed him they had trainees ready but had been instructed not to send them out. Doctor Hayes said she heard the project was set up for Negroes and they could not get instructors. Mr. Hardy said they were planning to start Tuesday, but there is a delay, because priority must be obtained from War Production Board on some part of the welding equipment.

It was decided that Mr. Albright, Mr. Lang and Mr. Smith should be contacted by Employment Service, NYA, and Vocational Education, and instructed to meet with Doctor deVyver to settle this matter.

Classes for displaced workers have been started at Liggett and Myers Tobacco Company. Two additional classes will be started at American Tobacco Company and one of the company's men will act as instructor. Two 4-hour shifts with a capacity of 30, will be put into operation here.

4. New Business

a. Virginia Bridge Company and Norfolk & Western Railway Company

According to statement of Virginia Bridge representative, they can not operate on a 3-shift basis. According to statement of union representative, they could obtain greater production. The union representative also said Norfolk and Western could turn out twice as much work as they are doing with a few more machinists.

With regard to Norfolk and Western Railway Company, it was decided that Mr. Foy and Mr. Mackenzie will undertake to find out if this company has tried to secure contracts or sub-contracts for tanks. War Production Board will decide on action.

b. Inability of Small Firms to obtain War Contracts

In this connection, Acting Chairman will contact Virginia Manufacturer's Association and explain to them plan which is being effected in North Carolina to enable small firms to obtain war contracts. Colonel Moses will obtain name of proper person to contact.

c. Transportation

Acting Chairman will again submit information on transportation problem to United States Employment Service, reiterating the seriousness of the situation.

d. Difference in Wage Rate - Radford Ordnance Works

It was decided that contact be made unofficially by Mr. Mackenzie in this matter to secure information on the nature of the contract. Committee will then follow through on the matter.

e. Celanese Corporation of America

Report of company representative seems to indicate a breakdown in recruitment for that concern. Therefore, it was decided Employment Service and WPA should investigate this matter, contacting the company's representative for a list of the names of the people referred who did not report, and present a report to the committee.

f. Training Material from Norfolk Navy Yard

Two documents received from the Navy Yard, one a pamphlet on shipbuilding terms, and the other a course outline for helper trainee, were forwarded to the Office of Education sometime ago. The Office of Education wrote to State educational officials in Virginia, requesting advice on the use which they made of the two documents.

The committee has received no final report on use of these materials. Mr. Hardy was requested to investigate this matter and report.

g. Discriminatory Practices

The Acting Chairman reported two memoranda had been received from the United States Employment Service for Maryland, under date of April 15, regarding discriminatory employment practices at National Fireworks Company, Elkton, Maryland, and Engineering Research Corporation, Riverdale, Maryland.

Mr. Gardner will contact these plants and follow through on this matter.

h. Training of Machine Operators

Mr. Fields suggested it might be worthwhile to consider the possibility of training machine operators instead of trainees. The Navy Yard is anxious to get such operators who have at least a total of 500 hours of training. These jobs pay $8.00 a day.

It was suggested that Mr. Fields transmit this information to Mr. Isentot, Manager of the Portsmouth office, and have him forward it to Mr. Cavedo for the attention of the Council of State Administrators.

5. Next Meeting

The next meeting of the Regional Labor Supply Committee will be held on May 19 and 20. Details will be forwarded to committee members at a later date.

6. Adjournment

There being no further business before the committee, the meeting was adjourned.

N&W

Mrs. Anderson

IV

No. 13 - 4/21-22/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Thirteenth Labor Supply Committee Meeting
Roanoke - April 21 and 22, 1942

LABOR RECRUITMENT

Norfolk and Western Railway Company - Roanoke

Norfolk and Western Railway Company are training their own men, have increased their apprenticeship program, and are also upgrading their employees.

They have one of the best equipped railroad shops in the United States, and the representatives were convinced that this company could turn out, with a few more men, twice the work it is now doing. They feel very definitely that the Norfolk and Western shops can be utilized on defense work and that plenty of machinists are available in Roanoke. There are ten or eleven on the police force, four or five in the insurance business, etc. Since most of them have families and own their homes, they do not want to go to defense areas, but if more equipment in Roanoke were utilized, they could be of service.

Mr. Foy and Mr. Mackenzie will undertake to ascertain if this company has tried to secure contracts or sub-contracts for tanks. WPB will decide on action.

Norfolk Navy Yard

Employees are being taken on at the Norfolk Navy Yard at the rate of 2,000 a month while losses average 600 per month. There is a possibility that the effect of Selective Service will increase losses to about 1,000 a month, which would leave a net gain of 1,000 a month. This will bring total employment at close of the calendar year to 45,000 employees.

The Navy Yard has found training 90% effective. Reasons for failure of 10% are: (1) Some are dissatisfied when they are sent to work at Ammunition Depot or Operating Base instead of Navy Yard; (2) some are disgruntled when they are not assigned to work for which they are trained; and (3) others become homesick because of housing conditions.

Celanese Corporation of America, Narrows, Virginia

There has been difficulty here in securing employees, and great difficulty in holding them. The present force comprises about 3,000 employees, of whom 900 are skilled, and 300 are women. Many men leave this plant after training, when they are earning from 60 to 70¢ an hour and go to defense plants at wages up to $1.50 per hour. The plant is now bidding on government war contracts.

LABOR RECRUITMENT - Continued

Celanese Corporation of America, Narrows, Virginia - Continued

Ninety applications of WPA workers were accepted and they were requested to report, but none showed up. Employment was offered to 400 applicants reached through ES clearance (transportation to be paid and housing guaranteed) but only 3 materialized. Nineteen skilled men were hired in Richmond through newspaper advertising, independent of the ES.

Report of company representative seems to indicate a breakdown in recruitment for this concern. Therefore, it was decided ES and WPA should investigate this matter, contacting the company's representative for a list of the names of the people referred who did not report, and present a report to the Committee.

DEFENSE TRAINING

Utilization of Vacant Training Stations In Virginia

The problem of fuller utilization of vacant training stations brought about the following action by the Council of State Administrators:

(a) Make a survey of idle equipment in training centers.
(b) Investigate possibility of finding new equipment.
(c) Investigate possibility of shifting equipment in areas where there is a concentration of trainees.
(d) Make a survey of idle equipment in factories. In this connection -

1. The State Council will make this survey on the basis of utilizing equipment for training purposes.
2. The Regional LSC will endeavor to see if factories cannot obtain war contracts for utilization of idle equipment.

NYA Program in Virginia

The NYA program in Virginia was outlined, describing the various defense projects and the numbers assigned. Facilities for girls are being expanded. It was stated that about 50% of NYA's trainees are appointed to Norfolk Navy Yard. One of the greatest problems is breaking of home ties, so trainees will make satisfactory employees and hold jobs--not leave because of homesickness. It is felt that resident projects are a great aid in helping the young people to become adjusted to being away from home.

Program in Virginia

5,893 are enrolled in pre-employment training courses. The biggest problem still centers around the Hampton Roads area. The consensus is that more emphasis should be placed on training persons already in the area, including women.

DEFENSE TRAINING - Continued

Program in Virginia - Continued

Not more than 60% of the training facilities in Virginia are being utilized fully, that is, on a 24-hour basis, but plans are being made for the full use of training stations. There is a large potential load of trainees in the State, but the volume is in Southwest Virginia, and the equipment is located in other sections. Efforts are being made to erect temporary training schools wherever they are needed, in which training will be conducted on a 24-hour basis.

CONTRACT DISTRIBUTION

Inability of Small Firms to Obtain War Contracts

A labor representative stated that there are too many idle machines and too many skilled mechanics working at non-essential jobs in the Roanoke area. It was stated that a survey was made a short time ago in ten plants, covering the machinists' trades. None are working more than one shift. Some of the firms have endeavored to secure war work and in some instances have been the low bidder but failed to obtain contracts because they are not large enough.

The Acting Chairman will contact the Virginia Manufacturer's Association and explain the plan which is being effected in North Carolina to enable small firms to obtain war contracts.

COMMUNITY PROBLEMS

Housing - Norfolk Navy Yard Area

Housing is a real problem in this area. At present, quarters are available only for men without families. On May 1, a workmen's barracks to house 300 men will be completed, increasing barracks accommodations to 800. Five thousand demountable houses will be available July 1 for low paid workers, which will meet the needs during July and August. It is expected the situation will again become acute in September or October.

Housing and Feeding - Blackstone, Virginia

The subcommittee assigned to investigate this problem reported that adequate meals are now being provided and feeding is no longer a problem. Housing is still a problem. The contractor received permission to use the barracks now erected, but 4,000 cots are needed; 2,000 have been secured.

EMPLOYMENT OF WOMEN

Norfolk Navy Yard

The Navy Yard at Norfolk is now employing women, and their present rule is to take only women domiciled in the area. About 300 women are now employed and 1,000 will be by July 1. However, some difficulty is being experienced by ES in getting sufficient women for training purposes.

Commander Andrews, Personnel Officer (Civilian Employees), Norfolk Navy Yard, stated the Yard feels the training program has been their salvation, and that it saves from six weeks to two months in training new employees.

Field Management Division
United States Employment Service
May 14, 1942

8/5/42 Miss Anderson

IV

No. 14 - 7/1/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Fourteenth Labor Supply Committee Meeting
Norfolk - July 1, 1942

Negroes
Women

LABOR RECRUITMENT

Cooperation Between Civil Service and ES

Civil Service and ES will extend and intensify their present efforts on pooled interviews and direct referrals.

Mr. McAuliffe and Commander Kenyon will contact appropriate officials of the Civil Service Commission and the Navy Department in an endeavor to secure:

(a) Payment for trainees during the period they are receiving pre-employment training

(b) Arrangements for transportation of graduate trainees from their homes to Norfolk.

Mr. Weber, USES, and local representative of ES will contact Civil Service representatives and Recorder of the Labor Board to secure:

(a) Revised, up-to-date order for helper trainees, and
(b) Specific information as to emperience or training necessary and performance requirements on other classifications in the estimated labor needs of the Navy Yard and Supply Depot for which the assistance of the ES and the defense training agencies is requested.

Navy Air Station, Norfolk

Commander Johnson, USN, indicated that the air station had been successful in the use of women. Women are being trained to take jobs of those men who may have to be drafted. The turnover at the air station has been very small. Irresponsible people are weeded out before they are sent to the air station. Commander Johnson said that an exact figure as to the number of Negroes employed is not available at this time, but he indicated that there was substantial employment of Negroes.

Naval Supply Depot, Norfolk

Both women and Negroes are being used satisfactorily at the Norfolk Naval Supply Depot. One-third of the working force is Negroes. The principal labor needs are for laborers, stevedores, experienced woodworkers, and guards.

DEFENSE TRAINING

Hampton Roads Area

The representatives of ES, VE, NYA, and WPA from Virginia, West Virginia, and North Carolina presented analyses of present training facilities and labor supply

DEFENSE TRAINING - (Continued)

in these three States. It developed that, in the opinion of these officials, there was easily a sufficient number of trainees available in the three States to meet the needs of the naval establishments in the Hampton Roads area, provided steps were taken to remove certain problems which cause employment in the Norfolk area to be unattractive to trainees. Mainly, these problems are:

1. Inadequate housing
2. Rates of pay for work
3. Not paying trainees during their period of training
4. Lack of transportation to Norfolk
5. Delays in hiring occasioned by paper referrals
6. Homesickness
7. Manner of reception of trainees at the Navy Yard.

It was the consensus of the Committee that: (1) Persons entering pre-employment training courses conducted to meet specific needs of the Naval establishments in the Norfolk area should receive payment during the period of training; (2) Such training should be conducted in the Hampton Roads area up to full capacity of the training facilities in the area and, when necessary, extended into the remainder of Virginia, North Carolina, and West Virginia to meet the needs of Naval establishments in the Norfolk area; (3) Some arrangement should be made to provide for transportation of trainees from their homes to Norfolk.

VE authorities in West Virginia and North Carolina will develop ways and means of establishing diversified training courses to meet the needs of the Norfolk naval establishments similar to the type now under way in Virginia.

Arrangements are to be made to keep Norfolk NYA Induction Center filled with NYA boys referred from within the Region.

Need for More Diversified Training

Commander Davenport, USN, recommended more diversified training. It was cited that a course known as "Special Helper Trainee General" has been provided. Navy Yard officials have established a curriculum for training of helper trainees and desire that it be tried.

In connection with welder training, officials of the Navy Department and the Maritime Commission are working out arrangements whereby one welder test may be used for both agencies. It was suggested that defense training officials come to the Yard for a few days to observe testing in welding. It was agreed that the Navy Department would consent to make a movie short of the welding test. It was estimated that 4400 helper trainees will be required in the Navy Yard from July 1 to October 31, 1942.

Norfolk Navy Yard

Commander Davenport described the various jobs on which women were being used at the Norfolk Yard and indicated those in which they had, and had not been

DEFENSE TRAINING - (Continued)

efficient. He also referred to certain jobs in which it was not planned to use women at all. Five hundred women are now engaged in production work in the Yard and the Yard officials plan to limit the number of women on production to 1,200. With regard to the remaining 700 to be secured, Commander Davenport felt there was a sufficient number in the Norfolk area to be trained and therefore advised that the training of women not be extended beyond that area.

He estimated that at least 20% of the workers in the Navy Yard are Negroes.

Field Management Division
United States Employment Service
July 27, 1942

IV
Maryland Area
5/1/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Labor Supply Committee Meeting
Baltimore - May 1, 1942

LABOR SUPPLY COMMITTEE MEMBERSHIP

Management Representatives

Mr. Sherwood expressed his opinion that more than one representative of management should be appointed to both the Regional and State LSC and that if further management representatives were appointed they should be selected from industries actively engaged in war production activities.

LABOR RECRUITMENT

Use of Vagrancy Law in Queen Anne's County in an Effort to Afford Relief to Farmers

It was pointed out that a vagrancy law had been provided in the annodated code of Maryland with the provision that this law may be put into effect by proclamation of the Governor. Seriousness of the situation with regard to supplying labor for farmers was cited, and it was pointed out that enforcement of this law may help the labor situation. Lt. Oxley expressed the opinion that this action would only force persons to work by intimidation. He suggested that inasmuch as a large portion of the idle group is Negroes, someone should contact leaders of this group in an effort to enlist their cooperation in rounding up these potential workers. Lt. Oxley was requested to accept the assignment of approaching such outstanding leaders, working as a member of a subcommittee appointed. A report of progress was requested by May 15, and if this situation does not show an appreciable improvement by that time, an emergency meeting is to be called to discuss further action and advisability of approaching the Governor regarding a proclamation on the enforcement of the vagrancy law.

Plans for Recruitment of Farm Labor

The Women's Land Army is now being organized on a small experimental basis. Only a small group of women have volunteered for this work. City high school boys are being recruited for farm work during vacation months. In some counties industries are being contacted in an attempt to reach people willing to work in harvesting crops in their spare time, Four migratory labor camps have been planned for Maryland. The first of these camps will be opened in a few days in the lower eastern shore area.

DEFENSE TRAINING

Proposed Establishment of a Shipbuilding Training Center in Baltimore

Mr. Sherwood's committee report of April 18 was read. This report was made following a trip by the training supervisors of Baltimore shipbuilding industries to the Philadelphia Shipbuilding Training Center and visits made by Mr. Sherwood to top management of these shipbuilding companies. In connection with the views evidenced by top officials, Mr. Sherwood pointed out that at the time of his visits the training supervisors concurred with the statement that the companies would rather do their own training. Mr. Sherwood submitted his report to company officials, which in each case was approved.

Mr. Sylvester, Director, Vocational Education and Defense Training, stated he was at a loss to understand this attitude as he had the word of the training supervisors that they were anxious for the training of shipyard workers to start as soon as possible, and several had advised him that it was their intention to hire as many shipbuilding trainees as could be turned out of the vocational schools. It was pointed out that shipyards have not discriminated recently against national defense trainees, but they are just as willing to accept untrained workers, and trainees are given the same type of training in the plant as untrained workers. It is, therefore, questionable whether training in the schools serves any useful purpose.

In an effort to adjust the apparent differences of ideas between vocational schools and top management, several suggestions were brought before the Committee. Mr. Sherwood declined to accept an assignment to meet with top management again as it was his feeling that they had too many problems at the present time and the LSC should not take up any more of their time.

Motion was passed that the Acting Chairman of the Maryland State LSC address a letter to the top management apprising them that statements of their training supervisors, as outlined by the Baltimore Vocational Schools, were in conflict with their expressions, and until such time as they were in agreement, no shipbuilding training will be carried on.

Field Management Division
United States Employment Service
May 18, 1942

WOMEN'S BUREAU
MAY 14 1942
DEPARTMENT OF LABOR

MINUTES OF MEETING
Maryland State Labor Supply Committee
Held in Room 3106, Baltimore Trust Building
May 1, 1942 at 1:30 P.M.

A meeting of the Maryland State Labor Supply Committee was held at 1:30 PM on Friday, May 1, in Room 3106, Baltimore Trust Building. Those present were Mr. Sherwood, Major Klaesius, Mr. Williams, Mr. Brown, Mr. Coddington, Mr. Troja, Mr. Handley, Mr. Sturges - representing Dr. Davenport, Mr. Hurt - representing the Regional Labor Supply Committee, Lieutenant Oxley of the Social Security Board, Mr. James - representing Mr. Seidel, Mr. Sylvester of the Baltimore City Department of Education, Mr. Carver of the Office of the Secretary of War, Mr. Liveright of General McSherry's office, Mr. Young of the U. S. Employment Service and Mr. Fringer.

1. Proposed Establishment of a Shipbuilding Training Center in Baltimore.

Mr. Sherwood's committee report of April 18 was read aloud after an explanation that this report was submitted following a trip made by the training supervisors of Baltimore shipbuilding industries to the Philadelphia Shipbuilding Training Center and visits made by Mr. Sherwood to top management of these shipbuilding companies.

Mr. Sherwood stated that since the statements of top management were contrary to the original feelings displayed by the training supervisors, he had waited for ten days after discussing the subject with them before submitting his report. (In connection with the views evidenced by top officials, Mr. Sherwood pointed out that at the time of his visits the training supervisors also concurred with the statement that the companies would rather do their own training.) After ten days had elapsed and no change of opinion was displayed by top management, Mr. Sherwood drafted his committee report of April 18 and submitted it to the company officials. In each case the report was approved. Only after this approval was secured, did Mr. Sherwood submit the attached report. (Mr. Seidel's reply to this report is also attached.)

Mr. Sylvester stated that he was at a loss to understand this attitude since he had the word of the training supervisors that they were anxious for the training of shipyard workers to start as soon as possible and that several of them had advised him within the last few days of their intention to hire as many shipbuilding trainees as could be turned out by the vocational schools. Mr. Fringer pointed out that the shipyards have not discriminated recently against national defense trainees, but that they were just as willing to accept untrained workers and that the trainees were given the same type of training in the plant as the untrained workers. It was, therefore, questionable whether the training in the schools served any useful purpose.

In an effort to agree upon the best plan to be followed by the committee in attempting to iron out this disagreement of ideas between the vocational school authorities and top management, several suggestions were brought before the committee for action. As a result of one suggestion, that of working through Mr. Sherwood's committee to have top management and Mr. Seidel meet with it in an effort to correct this situation, Mr. Sherwood stated that he would not accept such an assignment as it was his feeling that top management had too many problems on hand at the present time and he did not feel that the Labor Supply Committee had a right to take up any more of their time with this problem.

Mr. Handley moved that as a solution to this problem, the Acting Chairman of the Maryland State Labor Supply Committee should address a letter to top management and apprise them of the fact that the expressions of their training supervisors

MAY 11 1942

as outlined by the Baltimore Vocational Schools and their expressions as submitted by Mr. Sherwood in his committee report do not coincide and that until such time as they are brought into coincidence, no shipbuilding training will be carried on. This motion was seconded and agreed to by the committee as a means of bringing this situation to a head.

Mr. Sherwood expressed his opinion that more than one representative of management should be appointed to both the Regional and the State Labor Supply Committees and that if further management representatives were appointed they should be selected from industries actively engaged in war production activities.

2. Contact with Certain War Production Industries Regarding Employment of Negroes.

A sub-committee consisting of Mr. Sherwood and Major Klaesius had been requested at the Joint Regional-State meeting to discuss the negro situation with officials of the Maryland Dry Dock, Bartlett-Hayward and American Hammered Piston Ring Companies. As a result of these visits the attached report was submitted by the sub-committee and promptly accepted by the State Labor Supply Committee who expressed their feeling that this subject had been very ably handled and that no further action should be taken.

3. Use of Vagrancy Law in Queen Anne's County in an Effort to Afford Relief to Farmers.

In connection with this problem, Major Klaesius read to the Committee a letter which he had sent to Mr. Fringer on April 10 outlining the entire situation, a copy of which is attached. Mr. Coddington further supplemented these statements by stressing the seriousness of the situation in the eastern and southern counties of Maryland, and pointing out that a vagrancy law has been provided for in the annodated code of Maryland with the provision that this law may be put into effect by a proclamation of the Governor. He stated that the State's Attorney of one Maryland County had summoned five persons to show cause why they were not working, however, no arrests were made. He gave publicity to this action and as a result has indicated that approximately fifty people, formerly found idle, have now gotten themselves jobs. In 1917 such a proclamation was effected and according to records the labor situation was materially helped as a result of this action.

Lieutenant Oxley expressed his feeling that this action would only force persons to work by intimidation and that such a plan would not result in a high percentage of turnout. His suggestion was that, since a large portion of the idle group were negroes, a person be assigned to contact the leaders of this group, in an effort to secure their cooperation in rounding up these potential workers. He felt that if these leaders would approach this group from a patriotic standpoint, much could be accomplished in getting this group on the farms. The committee agreed that this suggestion had good possibilities and requested Lieutenant Oxley to accept this assignment of approaching outstanding leaders by working as a member of a sub-committee consisting of himself, Mr. Coddington as Chairman, and Mr. Gambrill. Since Lieutenant Oxley was to report to Washington next week, and since it was felt that no time could be lost in getting this experiment under way, Mr. Hurt was requested to contact Lieutenant Oxley's supervisors in Washington immediately in an effort to secure his assignment to this project at once. The committee felt that this problem should be handled promptly and moved that a report on its progress be submitted by May 15, and if the situation does not show appreciable improvement at this time, an emergency meeting should be called to discuss further action on the advisability of approaching the Governor regarding a proclamation on the enforcement of the vagrancy law.

4. Need for Modification of Federal Wage and Hour Regulations as They Apply to Vegetable Canners.

Mr. Coddington advised the Committee of the difficulty with which canners are faced under the existing wage and hour law which stipulates that employees must be paid on an hourly basis. It is their feeling that if a piece work basis were set, they could employ during their peak periods such persons as the older worker, the housewife, and presently employed persons who would be willing to work in canneries during their spare time. It was agreed that this was not an appropriate subject for the Maryland State Labor Supply Committee to handle but that it should be dealt with by the various farm labor groups.

5. Discussion of Other Farm Problems.

Mr. Coddington advised the committee of the following plans for recruitment of farm labor which are now under way in Maryland:

The Women's Land Army is now being organized on a small experimental basis, and although farmers have agreed to use this type of labor, only a small group of women have volunteered for this work. City high school boys are being recruited for work on the farms during the vacation months. In several counties the Farm Labor Committees are contacting defense plants and other industries in an attempt to reach people who would be willing to assist in harvesting crops during their spare time. Four migratory labor camps have been planned for Maryland in an effort to relieve the housing problem with which migratory workers are faced - the first of these camps will be opened in a few days in the lower eastern shore area.

6. Availability of Negro Labor for War Production Employment.

Mr. Brown submitted the attached report on the negro training situation in Baltimore. This report was accepted by the Committee as read.

Mr. Fringer advised the Committee that the meeting of a State sub-committee with a Regional sub-committee, arranged for by the Chairman of the Regional Committee on April 28 for the purpose of discussing the criticisms of the State Labor Supply Committee, had been postponed due to the fact that the entire committee plan is being reorganized.

Since there was no further business presented for discussion, the meeting was adjourned at 4:15 P.M.

COPY

April 28, 1942

Mr. D. H. Sherwood, President,
The Maryland Car Wheel Company,
Box 1604
Baltimore, Maryland

Dear Mr. Sherwood:

I read your letter of April 21, with much interest; also, the attached report which you submitted to Mr. Fringer, dated April 18, which deals with the problem of increasing training facilities for the shipbuilding industries in the metropolitan area of Baltimore.

In a memorandum which I received dated February 27, addressed to you from Mr. Fringer, I note I was appointed a member of the Maryland State Labor Supply Sub-committee. However, I did not have an opportunity to review the statement before it was submitted to the representatives of the industry, nor have I had an opportunity to attend any of the meetings of the sub-committee. I regret that it is necessary for me to disagree with the statements in your report.

In reviewing the history of the expansion of the vocational defense training program for the shipbuilding industries in Baltimore, the following facts have been considered in the administration of the program:

(1) There has always been a long waiting list of prospective trainees for the courses directed toward the shipbuilding industries. At the present time there are approximately 700 on the waiting list in the metropolitan area of Baltimore. In addition, all trainees who have successfully completed the courses have been placed in the shipbuilding industry; in fact, many are called by the industries before we feel they are adequately trained.

(2) We are operating as a public agency, and as long as there is a public demand for the training and we find the results of our efforts are profitable in that the trainees obtain employment, we have a moral obligation to expand the program.

(3) At the dinner meeting held at the Lord Baltimore Hotel on February 23, as well as the results of the trip to Philadelphia, representatives of the shipbuilding industry displayed a keen interest and gave us specific data concerning the number of individuals they would like trained.

(4) In a mimeographed report by Charles R. Hook, Chairman of the Sub-committee, submitted before the Joint Regional-State Labor Supply Committee at its meeting on March 16, 1942, there appears the following statement (page 3):

"In an attempt to obtain more cooperation between shipbuilding companies and vocational schools, a meeting of the sub-committee was held with various shipbuilding company representatives and representatives of the schools. As a result of that meeting, the sub-committee made a trip to Philadelphia to see the shipbuilding training center there, which has 1900 people in training. The Baltimore shipbuilding companies would like to have training established in arc welding, shipfitting, marine electricity, marine pipefitting, and coppersmithing. With regard to the coppersmiths, Mr. Hook said he understood the union would not permit training unless the trainees became members of the union.

"The shipbuilding companies are very much interested in a training center specifically for shipbuilding occupations."

(5) Those individuals in Anne Arundel and Baltimore Counties, and Baltimore City, who are responsible for the vocational defense training program, have discussed with representatives of the various shipbuilding firms the existing training program, and these representatives have always encouraged a continuance and expansion of available facilities.

Based on the above facts, Mr. Charles W. Sylvester, Director of the Vocational Defense Training Program in Baltimore, has given considerable time and put forth much effort to meet the demand both on the part of prospective trainees who want training, as well as the demand for workers by the industries. As a result, the school authorities have completed plans for expanding the training program and have made commitments relative to the rental of space and the purchase of a limited amount of necessary equipment. These plans have had formal approval of the Washington authorities. Our plans do not contemplate any radical changes, but are designed to increase facilities in those courses which have proven successful in that the trainees have been employed. We are planning to open this new training center within a very short time.

Sincerely yours,

/s/ John J. Seidel

Assistant State Superintendent in Charge
of Vocational Education

JJS:McG

CC - Mr. Sylvester, Dr. Weglein
Mr. James, Mr. Fringer, Mr. Hook

COPY

REPORT TO STATE LABOR SUPPLY COMMITTEE

April 18, 1942

Mr. D. L. B. Fringer, Acting Director (Chairman, State Labor Supply Committee)
Social Security Board
Baltimore Trust Building
Baltimore, Maryland

Dear Sir:

We have had a conference between the Vocational Training Directors and the Training Directors of the three big shipyards in Baltimore, and took them, as a group, on a special trip to Philadelphia to inspect the shipbuilding center which the vocational schools are operating in that city. We also have talked at other times with the training personnel of the shipbuilding yards as well as the managements and, it is our opinion that we should accept the decision of the shipyards who state that they can and want to handle all the training of new employees themselves. They do not feel that the vocational preemployment training courses are a particular benefit to them, nor do they think that the vocational facilities should be increased to handle training the skills used by the shipyards.

It is our recommendation, therefore, that the shipyards' decision be accepted and that ship training courses by the schools be curtailed or stopped at the preemployment training centers. It would be our suggestion that any spare equipment of the vocational schools be loaned, if necessary, to the shipyards for their training courses and no new equipment be ordered that might interfere with the shipyards obtaining production or training equipment.

If the vocational centers are relieved of the responsibility of pre-employment training for shipyard skills they, consequently, can concentrate on other demands from employers who can and will use the trainees from the vocational schools.

Respectfully submitted,

/s/ D. H. Sherwood
D. H. Sherwood

C. R. Hook, Jr.

Copy to:
Mr. Seidel
Mr. Charles R. Hook, Jr., 3106 Baltimore Trust Building
Mr. S. J. Cort, Manager, Bethlehem Steel Company
Mr. J. M. Willis, Gen. Mngr. Bethlehem-Fairfield S.B.Co.
Mr. George French, Pres. The Maryland Dry Dock Co.

COPY

THE MARYLAND CAR WHEEL COMPANY
Box 1604
Baltimore, Md. April 24, 1942

Mr. D. L. B. Fringer, Chairman
State Labor Supply Committee
Baltimore Trust Building
Baltimore, Maryland

Dear Mr. Fringer:

In reference to the assignment of Major Klaesius and myself to interview the following three plants on the employment of negroes, we make a report as follows:

MEMORANDUM ON VISIT TO MARYLAND DRYDOCK COMPANY 4-17-42

Interview with Mr. Purnell Hall, Assistant to the President, in reference to the employment of negroes.

Mr. Hall advised me today that the management had decided to open to negroes three skilled trades, and three semi-skilled trades at once. This plan is going through at once and as fast as they can train and put negroes to work in these various trades they will do so.

It is our urgent suggestion that for the time being, therefore, no further pressure be brought on the Maryland Drydock Company until they can organize and get started this new program of using negroes in trades that have not been open to them before. Further pressure, calls and interviews will only further embarrass and interrupt the Management's program, and the Labor Supply Group can be helpful in permitting them to work out this new policy at least for the time being without any additional calls.

MEMORANDUM ON CALL AT THE AMERICAN HAMMERED PISTON RING COMPANY

Interview with Mr. Alan Morton, Vice President, and Mr. Edward Whitman, Personnel Director, together with Major Klaesius.

We discussed the pressure the Regional Labor Supply Committee is putting on this company for the employment of negroes indiscriminately. They advise that they have ample employees, in fact, too many employees right now due to the fact that production has not been started in their new plant. This is caused by delay in building and machine tool delivery.

They are planning an additional expansion of their production facilities and with it a plant layout for the employment of substantial numbers of negroes with facilities for their care which will not interfere with their regular and old employee group.

They understand the situation fully and intend to employ more negroes as they are needed. Their new employment, however, is virtually stagnant, except for some minor replacements, and will remain so for the next month or two until they get into production with their new plant.

COPY

THE MARYLAND CAR WHEEL COMPANY
Box 1604
Baltimore, Md. April 24, 1942

State Labor Supply Committee #2
Mr. D. L. B. Fringer, Chairman

As times goes on they will employ additional negroes in more and more of their production operations.

MEMORANDUM ON VISIT TO BARTLETT-HAYWARD COMPANY 4-21-42

Interview with Mr. Walter Perkins, Vice President, together with Major Klaesius.

Mr. Perkins is very sympathetic and understands completely the problem of employing negroes. Through his Personnel Department he is working closely with the Urban League and matters are pending which he is not as yet at liberty to announce, but they are important and constructive as regards negro employment in his plant and we, therefore, should accede to his wishes and make no definite statement until he is ready to report his program publicly.

Respectfully submitted,

/s/ D. H. Sherwood
D. H. Sherwood

Major Paul K. Klaesius

DHS:C

cc Mr. Purnell Hall
Mr. Alan Morton
Mr. Walter Perkins
Major Paul K. Klaesius

COPY

April 10, 1942

Mr. David L. B. Fringer, Acting Chairman
Maryland State Labor Supply Committee
935 Baltimore Trust Building
Baltimore, Maryland

Dear Mr. Fringer:

As you know, State Headquarters for Selective Service has endeavored to cooperate in every way with the Department of Agriculture regarding the deferment of farmers and farm laborers in an effort to prevent any shortage of men needed to carry out farming operations in the State of Maryland.

At various times complaints have been received inferring that Selective Service has not been fair to the farmers and because of the induction of their men that Selective Service is responsible for a shortage of farm labor. These complaints have come principally from five counties in Southern Maryland; namely, Anne Arundel, Calvert, Charles, Prince George's, St. Mary's, whose main crop is tobacco. In an effort to get a clear picture, a conference was held yesterday at this Headquarters with Dr. DeVault and Mr. Coddington of the Department of Agriculture, located at College Park, Maryland.

During this conference, it was proved conclusively by records kept of men inducted that in the entire State of Maryland, up to March 1, 1942, that 2460 occupational deferments have been granted to farmers and 268 requests for occupational deferment have been refused. These figures are for single men only, and if we were to consider the number of deferments granted to married men, these figures would be increased by many thousands. Attached you will find charts showing the number of occupational deferments granted and refused for the above-mentioned counties for each month dating back to January, 1941. After you have had the opportunity to review the figures submitted, I believe you will agree with us that Selective Service is in no way accountable for any shortage of farm labor - real or imagined. It is admitted by all parties concerned that farm labor leaving the farms for industry is the main cause for any reported shortage.

During the discussion, and the primary reason for bringing this entire matter to your attention, it was brought out that in Queen Anne's County the vagrancy law was invoked in an endeavor to force men to work with very good results. As I understand it, the State's Attorney or any Justice of the Peace can summons a man to show reason why he is not working. The reason for bringing this to your attention is that I believe this problem should be submitted to the State Labor Supply Committee in an effort to take appropriate action to invoke the vagrancy law in all sections of the State where it is reported that there are large numbers of men who are not at work. I refer particularly to the five counties in Southern Maryland where our local boards report there is a large number of colored men who are not and will not work. If these men were forced to work, there would be no shortage of labor to work the tobacco farms, and at the same time the local boards could meet their quotas.

I would say that the majority of those not at work have been rejected by Selective Service because of physical reasons. Therefore, if they were forced to work, it would be reasonable to assume that their services could be depended on for a long time.

It will be appreciated, after you have reviewed this matter, if you will let me hear from you, for it is my opinion that this matter should be placed before

the committee along with the recommendations of the sub-committee which were submitted to you by Mr. Coddington on March 25, and that definite action should be taken as soon as possible.

Kindest regards.

Sincerely,

/s/ Paul K. Klaesius
PAUL K. KLAESIUS
Major, Ordnance
Liaison Officer
Region IV

Enclosures (2 charts)

## FARMERS GRANTED DEFERMENT

| Month | A.A.#1 | A.A.#2 | Calvert#1 | Charles#1 | P.Geo.#1 | P.Geo.#2 | P.Geo.#3 | St.Mary's#1 |
|---|---|---|---|---|---|---|---|---|
| Jan.'41 | 1 | 0 | 0 | 7 | 1 | 12 | 2 | 0 |
| Feb. | 0 | 1 | 2 | 2 | 0 | 13 | 0 | 6 |
| Mar. | 1 | 1 | 3 | 0 | 0 | 15 | 0 | 13 |
| Apr. | 3 | 6 | 9 | 3 | 1 | 26 | 5 | 20 |
| May | 5 | 2 | 7 | 9 | 0 | 35 | 13 | 21 |
| June | 4 | 8 | 6 | 5 | 0 | 1 | 2 | 27 |
| July | 0 | 3 | 4 | 6 | 2 | 5 | 1 | 17 |
| Aug. | 2 | 2 | 3 | 1 | 0 | 10 | 5 | 12 |
| Sept. | 9 | 1 | 2 | 0 | 0 | 3 | 2 | 12 |
| Oct. | 12 | 1 | 0 | 3 | 0 | 0 | 4 | 2 |
| Nov. | 5 | 0 | 0 | 1 | 1 | 0 | 0 | 1 |
| Dec. | 11 | 0 | 0 | 0 | 0 | 0 | 3 | 1 |
| Jan.'42 | 22 | 1 | 0 | 1 | 1 | 0 | 17 | 3 |
| Feb. | 21 | 1 | 0 | 0 | 0 | 2 | 1 | 2 |
| TOTAL GRANTED | 96 | 27 | 36 | 38 | 6 | 122 | 55 | 137=517 |

## FARMERS REFUSED DEFERMENT

| Month | A.A.#1 | A.A.#2 | Calvert#1 | Charles#1 | P.Geo.#1 | P.Geo.#2 | P.Geo.#3 | St.Mary's#1 |
|---|---|---|---|---|---|---|---|---|
| Jan.'41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Feb. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Mar. | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 |
| Apr. | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| May | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| June | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| July | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Aug. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sept. | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Oct. | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 |
| Nov. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dec. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jan.'42 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 |
| Feb. | 1 | 0 | 2 | 1 | 0 | 0 | 1 | 1 |
| TOTALS | 1 | 0 | 14 | 1 | 0 | 0 | 8 | 9 |
| INDUCTED | 0 | 0 | 5 | 0 | 0 | 0 | 1 | 4 |

TOTAL REFUSED AND PLACED IN IA.....33
TOTAL INDUCTED.....10
(This figure does not include those who were inducted and for whom no deferment was requested.)
RECLASSIFIED TO IVF,IIA,IB,III.....14
TOTAL STILL IN IA..... 9

COPY

May 1, 1942

Mr. David L. B. Fringer, Chairman
Maryland State Labor Supply Committee
Baltimore, Maryland

Following the recommendations made in your letter of February 27 regarding the gathering of factual data on the negro training situation in Baltimore, I have endeavored to cover the subjects outlined through cooperative action with the members of my committee and others who are informed on the negro training situation.

It is unfortunate that we have not been able to have definite meetings of this group due to the demands of time; thus, this report is not a committee report but my own report as Chairman of the Committee.

1. According to the 1940 Census, there are in round figures 166,000 negroes in Baltimore. Of this group the following breakdown indicates their present allocation:

| | |
|---|---|
| Private and public employment | 85,000 |
| Those in the home (not in the Labor Force) | 60,000 |
| Youth between 14 and 17 | 2,000 |
| Over 55 years of age | 5,500 |
| Employed by WPA and NYA | 2,000 |
| Referred by U.S.E.S. and awaiting assignments | 2,000 |
| Unaccounted balance | 9,500 |

On the basis of ratio of registration it would appear that 6,500 of the above balance should be available for training in the proportion of 2,750 males and 3,250 females.

It may be that of this group a large percentage of the males are potential draftees or even members of our armed forces.

Mr. Lewis and Mr. Allen of the Urban League estimate that there are from 5,000 to 8,000 available trainable negroes in Baltimore divided approximately 50-50 between males and females.

Mr. Gardner's estimate is 4,300 males and 1,300 females (total 5600).

Mr. Sylvester is of the opinion that the number of females would far exceed 1,300 as he has at the present time (March 13, 1942) 1,063 females on their waiting list for training.

As of March 11 there were on awaiting list for training: -

| | |
|---|---|
| Board of Education | 1063 females |
| NYA | 388 females |
| Total | 1451 females |

Summarizing: - As an opinion, it appears to me as though there are approximately 2,000 female negroes who would be in the age group 17-25 and possibly 1,500 male negroes of the same age group.

2. Of the negroes in training as of April 7, 1942, there were 684 in the Vocational Training. I have no breakdown on the Vocational Training program but on the NYA program there were 124 females and 9 males. In addition to the above figures there are 113 females and 17 negro males on other NYA projects which are not directly war production activities.

3. The attendance in training classes I estimate to be around 90% at the present time. This is based on the fact that in March 1942 the average was between 75 and 80% and with additional controls of attendance having been installed absences have been reduced - thus increasing the attendance percentage.

4. The number of applicants who have not been assigned to training classes in March was indicated by the figure of 1,451 females mentioned before and in addition should be added 640 males according to the totals of the Board of Education. The NYA lists have been revised and cleared to the point that we do not have appreciable "waiting assignment file". This, I believe, is also true to a great extent with the Board of Education as they have been endeavoring to clear their files.

5. From the information available there are a total of 375 training stations in the Department of Education and 184 in the NYA - a total of 559 broken down as follows:

PUBLIC SCHOOLS

| | |
|---|---|
| Sheet Metal 60 | Woodworking 80 |
| Machine Shop 51 | Auto Mechanics 40 |
| Power Sewing 12 | Electrical Welding 8 |
| Acetylene welding 14 | Small parts assembly 30 |
| Electrical work 20 | Radio 20 |
| Aircraft riveting 20 | Aircraft metal 20 |

NYA

| | |
|---|---|
| Machine Shop 43 | Sheet metal 49 |
| Welding 13 | Forging 3 |
| Industrial sewing 76 | |

6. At the present time I cannot make a recommendation for a specified number of training stations, although I do feel that arc welding, airplane riveting, airplane metal, and acetylene welding can be opened more fully to female negroes of whom there is a greater number available and for whom I believe work opportunities will be forthcoming due to the increasing stringency in the labor market.

/s/ Glen D. Brown
Glen D. Brown
NYA State Youth Administrator

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Fifteenth Labor Supply Committee Meeting
## Washington, D.C. - September 18, 1942

### LABOR RECRUITMENT

#### Norfolk Navy Yard

The entire meeting was given over to discussion of the principal labor supply problem of the region--that of recruiting trainees for the Norfolk Navy Yard, and endeavoring to agree upon steps to meet the problem as it stands today. The recruitment program has been on the downward trend and it has not been possible for the States to maintain their quotas.

Two tabulations were presented: (1) shows that at least 3,500 of 8,000 referred were hired; (2) shows results of questioning 3,000 trainees for reasons why they refused referral. 81½% refused. The largest percentage, 26.9%, refused because wages were too low, yet the personnel officer at the Norfolk Yard stated that the daily wage for helper trainees plus time and one-half for overtime was higher than industry in the area. The average weekly wage is $35.00. Inadequate housing was given by 11.3% as reason for refusing and the turnover figures at the Yard for the four-months period ending August 31 show that living conditions caused about 25% of the turnover. So housing is directly and indirectly the outstanding cause of refusals and turnover.

On the basis of discussion of the many phases of the problem, the following courses of action were agreed upon:

"1. A sub-committee, composed of Colonel Adams; Mr. Hardy, Office of Education; Mr. Callaghan, NYA; Mr. Easton, WPA; Mr. McAuliffe, Civil Service Commission; and Mr. Freyman, USES, will meet on Friday, September 25, with Navy Yard officials in Norfolk to discuss:

"(a) Greater utilization of local women in the Yard and whether lack of training facilities is the bottleneck

"(b) Advance of funds to cover transportation for trainees

"(c) Advance of funds to trainees for initial living expenses, to be deducted from first pay

"(d) Lowering the age limit of 18. (at present, classified laborers are accepted at 17.)

"2. Helper trainee clearance order will be re-written, indicating weekly as well as hourly or daily wage, and including a general statement on the possibilities of promotion. Revised order will be distributed to Office of Education, NYA, WPA, and Civil Service Commission.

LABOR RECRUITMENT--Continued

"3. Employment Service will advise State offices of steps to be followed in recruitment of trainees.

"4. Navy Department will be furnished the tabulation on reasons for refusing referral.

"5. Employment Service at the State level will furnish Vocational Education and NYA with labor demand figures and indicate areas of labor supply. In turn, these agencies will proceed to establish general courses of training for Norfolk Navy Yard in supply areas in North Carolina, Virginia and West Virginia.

"6. NHA will furnish the Acting Chairman figures on housing to be completed in the next 30, 60 and 90 days."

Field Management Division
United States Employment Service
October 3, 1942

CONFIDENTIAL

MINUTES OF FIFTEENTH MEETING OF REGIONAL LABOR SUPPLY COMMITTEE (REGION IV)
Held in Washington, D. C. - September 18, 1942

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Those attending:

COMMITTEE MEMBERS

Myer Freyman, Acting Chairman (Alternate for Mr. Woodall)
Thomas D. Dunn, Associate District Manager, 4th District, U. S. Civil Service Commission (alternate for Mr. McAuliffe)
W. J. Easton, Director, Reemployment Section, Work Projects Administration
R. M. Lyman, Sr. Youth Personnel Specialist, National Youth Administration (attended in absence of Mr. Callaghan)
E. M. Claude, Special Representative, U. S. Office of Education (attended in absence of Mr. McGarvey)
C. W. Mitzel, Regional Labor Representative, War Production Board
Commander D. H. Stuart, Personnel Officer, Navy Department

OTHERS

Colonel Walter H. Adams, Liaison Officer, Manpower Branch
Lieutenant C. C. Stutts, U.S.N.R., Personnel Officer, Norfolk Navy Yard
S. J. Casey, Recorder, Labor Board, Norfolk Navy Yard
Willard F. Day, Regional Representative, National Housing Agency
Roy J. Burroughs, Housing Analyst, National Housing Agency
Milton Fisher, Assistant Regional Representative, National Housing Agency
Frederick Gutheim, National Housing Agency
Theodore A. Veenstra, Housing & Transportation Consultant Service, War Manpower Commission
Edward A. Sibley, Bureau of Employment Security
L. L. Matthews, Regional Informational Representative, Social Security Board
Herbert Borchardt, Regional Labor Informational Representative, Social Security Board
W. A. Gill, Regional Economic Analyst, Social Security Board
Jack Hurt, Assistant Regional Representative, Social Security Board

SEP 30 1942

This meeting was held for the purpose of discussing the principal single labor supply problem in the Region--that of recruiting trainees for the Norfolk Navy Yard--and endeavoring to agree upon steps to meet the problem as it stands today. The recruitment program has been taking a downward curve and it has not been possible for the States to meet their quotas. Therefore, a canvass of trainees, who had completed a month of training or more, was undertaken in North Carolina, Virginia and West Virginia for the dual purpose of stepping up recruitment and to find out the reasons the boys are giving for not accepting jobs at the Norfolk Navy Yard. It was thought if we could find out what the boys themselves say about it, and secure from the Navy Yard the basic reasons for the turnover there, we would then have a comolete picture of the principal problems stalemating our efforts, and could make an attempt to correct the situation.

Mr. Gill presented two tabulations, the first showing the results of recruitment of trainees by the Employment Service and cooperating agencies since the first of the year. Employment Service has referred over 8,000 workers to the Yard up to the end of August. Of this number about 3,500 have been hired. It is probable more workers were hired, than are shown in the tabulation, but because of delay in verification, figures were not available on the balance.

The second tabulation showed the results of the canvass of trainees for referral to Hampton Roads Naval establishments. Over 3,000 trainees were contacted. The reasons for refusing referral are given below:

| | |
|---|---|
| Wages too low | 26.9% |
| Desire to complete training course | 11.4 |
| Inadequate housing | 11.3 |
| Desire to remain at home | 10.3 |
| Lack of funds for transportation | 7.7 |
| Awaiting referral by NYA (trans. to be paid) | 5.4 |
| Considering before accepting | 4.2 |
| Under age | 4.4 |
| Secured other employment or other employment in prospect | 5.1 |
| Miscellaneous reasons such as: | 13.3 |
| Promotions too slow | |
| Too much red tape | |
| Inability to pass physical test | |
| Qualifications too steep, etc. | |

Of the 3,000 trainees contacted, 18½% accepted referral and the remainder refused. Applications of 595 were sent to the Yard on the basis of the canvass. As Mr. Gill said, it is not known to what extent these percentages represent actual conditions. These are the opinions of the boys.

Lieutenant Stutts presented figures on turnover at the Yard for the 4-months' period, ending August 31. During this period 3,504 persons left

the Yard. Some of the reasons given are as follows:

| | |
|---|---|
| Living conditions | 642 |
| To accept other employment | 237 |
| Family reasons | 210 |
| To return to farm | 180 |
| Dissatisfied with pay | 140 |
| Lack of transportation | 17 |
| Armed forces | 284 |
| Return to school | 72 |
| Lack of qualifications | 236 |

It can be assumed that the first five reasons are tied in with housing conditions, which would make housing the reason for about 25% of the turnover.

Wages

With regard to this factor, it was stated by naval officials that the wage of $5.36 a day for helper trainee for a 6-day week, plus time and a half for overtime, was higher than in private industry in the area. Furthermore, the wage was increased on July 6 to the present rate and it is doubtful that it will be increased again immediately. The minimum wage a week is about $35.00. However, defense plants in other areas do pay higher wages, which naturally attract the trainee away from employment at the Norfolk Navy Yard.

It was suggested that if the weekly averages were shown on the clearance order rather than daily or hourly wage, it might be more attractive. Also, it might be helpful if a general statement regarding the possibilities of promotion were given to the boy. This could state that possibilities of promotion at the Yard were good, but depend entirely on the efforts and ability of the worker.

Desire to complete training course

After discussion, it was decided boys should be urged to complete training course. It was an emergency situation which caused the Navy Yard officials to take boys with only 30 days' training. From now on they will be expected to show evidence of completion of course to be hired as helper trainee.

Housing

Housing is undoubtedly one of the most serious reasons affecting recruitment.

Mr. Day of the National Housing Agency stated that 14,000 units of public and private housing are under construction in the Hampton Roads area. It is hoped most of this housing will be ready by the end of the year. Lack of utilities have been holding up occupancy of some of this housing which is otherwise completed. The housing now programmed plus that in use will be adequate for 45,000 workers.

The housing authorities are now endeavoring to secure figures on anticipated employment for not later than June 1943 on Norfolk Navy Yard, Newport News Shipbuilding and Drydock Company, Port of Embarkation, and other establishments in the area so that further needed housing may be programmed. Admiral Gygax advised him the Yard would have 50,000 workers by that time. Mr. Day stated the figures he received from the various establishments must be confirmed by the Bureau of Employment Security and War Manpower Commission before housing can be programmed.

The committee is particularly interested in housing to be completed within the next 30, 60 and 90 days. This information is not now available, but Mr. Guthein is going to Norfolk next week and will furnish us with the information he obtains at that time.

The use of trailers was considered. However, this is considered stop-gap housing and a temporary measure. Furthermore, to build a trailer takes as long as to build a house and uses more critical material.

Mr. Day had discussed with Admiral Gygax the possibility of taking over a dormitory in Portsmouth, which a construction company has been using for housing of construction workers and which they have been renting from RFC. The project is being completed, and this building will be available. An inspection is now being made of this building by Navy and Housing officials.

The building houses 500 people and has a cafeteria. The rates charged are $12.00 a week for room and two meals. However, there are as many as 80 beds in one room, which is not an attractive feature. At the present time, there are a large number of Navy Yard workers staying there, but space is available for about 200 more.

The Portsmouth Housing Authority dormitories have a total of 1300 beds and at present have space for 200 or 300 occupants. The rates are $3.50 a week for space in a double room. A suggestion was made that space be offered free for two or three weeks in these dormitories. However, this cannot be done by the Navy Yard. The Washington Navy Yard has a fund whereby a man without funds is advanced a loan, which is deducted from his first pay. Mr. Casey did not think the Accounting Department at the Norfolk Navy Yard would agree to such a plan.

Mr. Easton warned that WPA would be unable to transfer many trainees from other areas unless provision is made to finance their transportation and initial living costs.

Another factor to be considered in connection with housing is the use of women. Mr. Day stated that if women are to be used in increasing numbers, a program of housing cannot be justified until they have a figure on in-migration which depends upon the extent to which local women and Negroes will be utilized. At present, the Yard is employing over 600 women in the shops and plans to hire 600 more. As to whether the Yard could use more than 1,200 women, Mr. Casey said he did not know--that it was a question which would have to be answered by training officials. The expansion of the use of women also depends on

the number of men the Army takes. At the present time, there is a sufficient number of women in the area, and because of housing conditions, the use of women outside the commuting area should not be considered.

Desire to remain at home

Trainees should not be enrolled in training courses set up specifically for Norfolk Navy Yard if they are unwilling to leave home.

Lack of funds for transportation

The Naval officials did not know whether it would be possible for the Navy Yard to advance funds for transportation and deduct the amount from the first pay. During the last war men were transported by boat from Baltimore. They signed a contract to stay six months and if contract was broken, cost of transportation was deducted. The men were housed in camps then.

With regard to the plan for offering pay and transportation to persons in training for employment at the Navy Yard, which was assigned to Commander Kenyon and Mr. McAuliffe at the July meeting of the committee, we have been advised by the Navy Department that existing Naval appropriations do not include any funds which may be used to defray the cost of transportation of trainees from their homes or schools to place of employment, nor to pay trainees while they are in school.

Training

One of the courses of action recommended by the July meeting was the establishment of general training courses by Vocational Education authorities in North Carolina, Virginia and West Virginia.

Employment Service was recently advised that Virginia was setting up this training only in the Hampton Roads area. This was due to a misunderstanding, as an order from the Navy Yard for 1,500 welders was received, shortly after the Yard had indicated they wanted only general training. Mr. Casey said this order was for finished welders and not trainees. Mr. Claude also stated it had been planned to teach some welding in the general course, which was not possible under WPB limitation order, by which a shop cannot secure welding electrodes unless it meets certain minimum requirements.

It is believed States should concentrate on general training for the Yard. Mr. Claude estimated that Virginia and North Carolina would be able to train about 500 boys at a time. An estimate is not available on West Virginia

The NYA representative stated that their courses were all for specific training and he did not believe they could switch easily to general training. However, the possibility of such training will be explored and the Acting Chairman advised.

The Navy Yard will need 4,000 helper trainees in the next six months. They expect to have approximately 47,000 employees by that time. At present,

41,000 are employed. It is anticipated they will have to call 8,500 workers to secure a net increase of 5,500.

Women trainees are being trained in the Yard in welding. There are 80 women in electric welding and 40 in gas welding. If these women work out successfully, they may replace men. Recently from 60 to 75% of the men in training have been lost to the armed forces soon after they were trained.

Since there is a surplus of welder trainees in the Region and since women are being used at the Yard, the problem on welding training for this employer seems to be eliminated. Further, it would seem there is no need to go any further in the development of a movie short on welding test, as suggested in the last meeting.

On the basis of the discussions during the day, the following courses of action were agreed upon:

1. A sub-committee, composed of Colonel Adams; Mr. Hardy, Office of Education; Mr. Callaghan, NYA; Mr. Easton, WPA; Mr. McAuliffe, Civil Service Commission; and Mr. Freyman, USES; will meet on Friday, September 25, with Navy Yard officials in Norfolk to discuss:

   (a) Greater utilization of local women in the Yard and whether lack of training facilities is the bottleneck.

   (b) Advance of funds to cover transportation for trainees.

   (c) Advance of funds to trainees for initial living expenses, to be deducted from first pay.

   (d) Lowering the age limit of 18. (At present, classified laborers are accepted at 17.)

2. Helper trainee clearance order will be re-written, indicating weekly as well as hourly or daily wage, and including a general statement on the possibilities of promotion. Revised order will be distributed to Office of Education, NYA, WPA, and Civil Service Commission.

3. Employment Service will advise State offices of steps to be followed in recruitment of trainees.

4. Navy Department will be furnished the tabulation on reasons for refusing referral.

5. Employment Service at the State level will furnish Vocational Education and NYA with labor demand figures and indicate areas of labor supply. In turn, these agencies will proceed to establish general courses of training for Norfolk Navy Yard in supply areas in North Carolina, Virginia and West Virginia.

6. NHA will furnish the Acting Chairman figures on housing to be completed in the next 30, 60 and 90 days.

LABOR SUPPLY Committee — MINUTES REGION V

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Retyped by Mrs. Schafer

STRICTLY CONFIDENTIAL

Report of Second Meeting, Fifth Regional Labor Supply Committee

The Committee met in Detroit August 4. Brief statements were made by the two new members of the Committee describing the resources available through the Apprenticeship Unit, U. S. Department of Labor, and the Training and Reemployment Division of W. P. A.

The Acting Chairman requested that the action taken at the first meeting with respect to relationship with O. P. M.'s Defense Contract Service be amended so that State Employment Services would relay information directly to the appropriate District Manager of the Defense Contract Service rather than through the Labor Supply Officer. With this amendment the report of the first meeting was approved by the Committee.

Two copies of the Agenda and a list of the attendance are attached.

I. UNFINISHED BUSINESS

A. Skilled Labor Shortages

The Personnel Manager of the Briggs Manufacturing Company and his assistant attended a part of the meeting upon invitation. The Personnel Manager of the Hudson Motor Car Company was invited but was unable to attend. The functions of the Labor Supply Committee were explained to the Briggs representative; likewise O. P. M.'s policies re-advertising. As a result of action taken at the first Committee meeting the Michigan Employment Service ran ads in the Detroit newspapers and, on August 3, ads in up-state Michigan papers. As this step has now been taken, the Briggs representatives were advised that the use of Employment Service facilities in other states, where inventories indicated skilled workers may be located, will be made available through regular clearance in accordance with approved standards.

The Briggs-Hudson employment situation was used by the Committee as an illustration of the skilled labor shortage situation existing in Detroit. Briggs's position was that whereas they could use 50 or 100 more tool makers

they did not actually have to have them in order to proceed on defense work. The Personnel Manager of Briggs said he knew a sufficient number of highly skilled workers would not be available in the last analysis and that, therefore, Briggs, as well as other large plants in Detroit, were planning to meet their problem through upgrading, job dilution and intensified in-service and supplementary training. It was admitted, however, that work on defense contracts could be speeded up if more skilled tool makers were available immediately. Difficulties being encountered by the Michigan Employment Service in attempting to fill the Briggs order for tool makers, and similar orders, include the following:

1. Although the Detroit industrial area contains one of the largest supplies of tool and die makers in the country there is currently almost no unemployment among them. Skilled tool makers in Detroit are now employed both in defense work and non-defense work, the exact percentages in each type of work not being readily ascertainable. It has been stated but not substantiated, (and denied by Briggs), that some skilled tool makers may be employed as production workers on the assumption that employers believe they will need such skilled workers at a later date and try to retain them on the payroll in some other capacity though paying the full skilled rate.

2. The Briggs wage rate is not sufficiently high to attract tool makers. For example, 35 skilled tool makers have been interviewed by the Employment Service for possible referral to Briggs but only about a dozen have accepted the referral. The Briggs wage rate is above the minimum union scale but not as high as that being paid in some independent shops.

3. The availability of such workers in and around Detroit to fill orders from defense contractors is to some extent contigent upon whether or not skilled workers will be released due to curtailment in non-defense production.

Action Taken

1. Through a job analysis study in which Briggs cooperated fully with the Employment Service, the skilled jobs at Briggs have been broken down into several related occupations to which the Employment Service will attempt to refer men. There is little likelihood of successfully filling

such openings as there are shortages in all of these related occupations.

2. Efforts to intensify the National Defense Program in the Detroit area will be continued.

3. Michigan is being combed by Employment Service advertising in an effort to fill orders for skilled workers. Upon request, clearance can be arranged for Briggs and other Detroit employers into other states to work with those Employment Services in recruiting workers.

4. If the Briggs and similar orders cannot be filled through the steps indicated above, the only recourse within present policies would appear to be the promotion of voluntary transfers. The Committee recommends this approach but requests the advice of the Labor Supply Branch as to means and methods before proceeding. The Committee would also like to have its authority defined in connection with the promotion of voluntary transfers.

B. Overall Situation

The Detroit Action Committee (a subcommittee appointed at the first Committee meeting) reported progress in connection with resonpsibilities outlined in the first Committee report. Further action is definitely impeded, probably forestalled, because of lack of definite information on the percentage and timing of the curtailment of passenger car production. Exact figures on the number of men who may be disemployed in non-defense work in Detroit cannot be ascertained until the percentage reduction and its timing in known. As a correlary, intelligent planning for the re-training of non-defense workers to qualify them for defense employment is not possible without more definite information regarding numbers and types of workers involved. In the opinion of the Committee policy decisions from Washington are necessary before the potential additons to the local labor supply can be properly evaluated.

Action Taken

Notwithstanding the fundamental difficulty outline above the Committee is proceeding with the meager knowledge available along the following lines.

1. Attempting to intensify the National Defense Training

Program in order to convert non-defense worker skills into those needed on defense production. It is not possible at this time to tell how much in-plant training there will be, using existing equipment, and how much will fall to the defense training program. The Office of Education representatives on the Committee are therefore recommending the approval of certain equipment items for training purposed, which approval has previously been held up pending clarification of needs.

2. A meeting is being arranged for the early part of next week with automobile manufacturers' representatives to enlist their cooperation in a survey of employers to determine as nearly as possible the effect of curtailment on non-defense employment by numbers within occupational skills, and their availability for placement in the area.

II. NEW BUSINESS

A. Integration of Committee Resources

The Committee felt strongly that the best results would be secured from effectively pooling its resources at the local level. The Committee also felt strongly that the number of contacts being made by Federal and State officials with defense employers must be kept at a minimum. Recongnizing that the Employment Service is the defense employment agency of O. P. M. and that the primary responsibility, Committee members agreed to relay the word through constituent agencies that full co-operation at the local and state levels must exist if the present program is even moderately to be effective. This subject will be further discussed in the future. The Committee, however, took two positive steps which it is believed will be of considerable value in achieving its objectives.

1. It was resolved that state and local Councils of Administrators for National Defense Training should bring into their meetings, as consultants, representatives of the Training and Reemployment Division of W. P. A. To make this effective, the members of the Committee representing the Office of Education, National Youth Administration and the Bureau of Employment Security were to notify immediately their constituent agency representatives on the State Councils of Administrators in this Region of the Committee action and request them to invite the W. P. A. representatives to these meetings effective immediately.

2. It was agreed that the W. P. A. , in carrying out its training and reemployment function would not make initial contacts with defense employers without first clearing through local employment offices. It was understood that the W. P. A. representative on the Committee would advise W. P. A. State Administrators in this Region of this agreement. To effectuate the agreement, it was further understood that the Employment Security representative on the Committee would notify State Employment Security agencies to make labor market information, (ES-270, 274 or other), available to W. P. A. representatives upon request at the state and local office levels and further cooperate with W. P. A. officials at the local office level in fitting the Training and Reemployment program into other local programs. This policy could best be implemented by W. P. A. representation at the meetings of local Councils of Administrators for National Defense training. (Such a policy as outlined above has been partially accomplished in Ohio to date.)

   The Acting Chairman will ask W. P. A. to report at a later meeting as to the sufficiency of data being received and as to whether or not all contacts with employers to get this type of information will be eliminated.

B. Displacement of Rubber Workers in Akron, Ohio

The Labor Supply Officer has arranged, in cooperation with the State Employment Service, for a cooperative survey of the effect of curtailment of the processing of raw rubber upon employment in the Akron area. It was agreed by the Committee that this and similar surveys necessary to determine the effect upon the labor market of the application of materials priorities will be made by the State Employment Services at the request of the Labor Supply Officer and at the conclusion of such surveys a brief report will be made to the Committee.

C. Tank Production Program

In answer to Mr. Fleming's letter of July 26 to the Acting Chairman the Committee passed a resolution authorizing the Acting Chairman (Labor Supply Officer) to formulate a report on the tank production program and submit it to the Labor Supply Branch in Washington by August 11. The Committee was advised that the field work necessary to prepare the report was now under way.

D. Effect Upon Employment in Region of Shortage in Raw Silk Supplies

It was the consensus that the Fifth Regional Labor Supply Officer should proceed on this problem in much the same way as he was proceeding on the study for displacement of rubber workers in Akron.

E. Question Re Labor Supply Branch Circular No. 5

The Committee was advised of the following question submitted to the Regional Labor Supply Officer by the Kentucky Employment Service:

> "There are two points in particular which concern us; namely, 'Defense contractors are to use public employment offices for the recruitment of workers,' and 'defense contractors are not to advertise for labor, locally or otherwise, without first consulting the local employment offices as to the necessity for such action.' There have been numerous violations by employers of these two provisions. The defense contractors have hired 'at the gate' and sent labor scouts into other areas in some instances. They have also advertised frequently for workers when labor was available locally.
> We would like to know if these objectives as stated in your letter have the authority of regulations? Will such provisions be included in furture defense contracts, and will the employer be notified that they are to observe such regulations?"

The Committee was advised that the Labor Supply Officer had told the Kentucky agency that the objective set forth in Labor Supply Branch Circular No. 5 did not constitute regulations effective upon employers. As a question similar to the above has already been asked orally by another of the State Employment Service in the Region, the Acting Chairman stated to the Committee that he would submit the question to Washington to indicate the situation in the field, and perhaps secure a clarification of this provision.

F. Possible Labor Pool in Kentucky

It was agreed that a thorough check should be made in order-holding areas to ascertain that the local labor supply, including negroes, foreign born, etc. was being fully utilized before embarking upon any program of transfer of workers into such areas. As a first step, a subcommittee of two representatives to be appointed by the Employment Security

and National Youth Administration representatives on the Committee will investigate the Kentucky situation immediately after August 15 when the results of a survey of the availability of local labor conducted by the State Employment Service will be ready.

III. RECOMMENDATIONS

A. Consideration of Policy re Advertising

It was brought out before the Committee that a Cleveland employer advertised in a Detroit newspaper August 1 for automatic screw machine operators while in Cleveland newspaper of August 3, a Detroit employer advertised for workers in the same classification. There is obviously a shortage of qualified workers in both areas. Considerable discussion followed concerning the chaotic conditions that were bound to result from indiscriminate advertising and of the Committee's responsibility in that connection. The Committe finally passed the following resolution:

"The Committee recommends that there be included in all defense contracts a statement prohibiting advertising out of the local labor market area until the State Employment Service certifies and the Regional Labor Supply Committee approves that full utilization is being made of all reserves of local labor".

B. Committee's Need for Immediate Washington Policy Information

We repeat the recommendation made in our first Committee report. We should be kept currently informed of policies made at Washington with respect to problems pertinent to this Region if this Committee is to operate effectively; for instance, decisions in connection with the curtailment of automobile production which in turn will affect employment conditions in the Detroit area.

Next Meeting

It was mentioned that there was some indication from Washington that the Regional Labor Supply Committee should meet more often than it had to date. After discussion, the Committee agreed that a meeting once each week was not practical or necessary. It determined to meet approximately every two weeks, with special meetings to be called by the Acting Chairman in the interim if necessary.

The next meeting of the Committee will be held at 9:30 a.m. Friday, August 15, at 521 Union Commerce Building, Cleveland, Ohio.

E. L. Keenan

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IN ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING

DETROIT, MICHIGAN

August 4, 1941

E. L. Keenan, Bureau of Employment Security, Cleveland, Ohio
John L. Craig, Bureau of Employment Security, Cleveland, Ohio
Paul C. Mooney, Training-Within-Industry, Cincinnati, Ohio
C. H. Dustin, Office of Education, Washington, D. C.
Tom Beatty, National Youth Administration, Cleveland, Ohio
Charles W. Paine, U. S. Civil Service Commission, Cincinnati, Ohio
J. V. Swanson, U. S. Civil Service Commission, Chicago, Illinois
William J. Moore, Apprenticeship Unit, Harrisburgh, Pennsylvania
Thomas Ross, Michigan Representative, Apprenticeship Unit
J. Lawrence Duncan, Negro Employment and Training Section, O.P.M.
Lester Brown, W.P.A. Training and Reemployment Division
James Quinn, W.P.A. Training and Reemployment Division
John Foy, Area Representative, Bureau of Employment Security, Washington.D(
R. L. Shaw, Bureau of Employment Security, Cleveland, Ohio
John I. Saks, Bureau of Employment Security, Cleveland, Ohio
N. B. Giles, Office of Education, Washington, D. C.
Carl Ross, U. S. Civil Service Commission
Carl D. Wheaton, Training-Within-Industry
Thomas F. Carson, Associate Director, Michigan U.C. Commission
George W. Cross, Chief, Employment Service, Michigan U.C. Commission
Cy Newcomb, Manager, Detroit Central Placement Office
Lawrence Oxley, Representative, Negro Employment Division, Washington, D.C.
Henry Roesch, Briggs Manufacturing Company Representative
Mr. Streeter, Briggs Manufacturing Company Representative

FIFTH REGIONAL LABOR SUPPLY COMMITTEE
(Kentucky, Michigan, Ohio)

August 4, 1941

## COMMITTEE MEMBERSHIP

| Members | Agency | Alternate |
|---|---|---|
| E. L. Keenan<br>Acting Chairman | Bureau of Employment Security<br>U. S. Employment Service Division | John L. Craig |
| Oscar Grothe | Training-Within-Industry | M. M. Olander<br>Paul C. Mooney |
| C. H. Dustin | Office of Education | Harold T. Widdowson |
| S. C. Campbell | National Youth Administration | Tom Beatty |
| Charles W. Paine | U. S. Civil Service Commission | |
| William J. Moore | Apprenticeship Unit<br>Department of Labor | W. J. England |
| J. Lawrence Duncan | Negro Employment and Training Section<br>Office of Production Management | |
| Lester Brown | WPA Employment and Training Division | James Quinn |

IN ATTENDANCE:

| | |
|---|---|
| John Foy | Area Representative,<br>Bureau of Employment Security,<br>Washington, D. C. |
| J. V. Swanson | Manager, 7th U. S. Civil Service District,<br>Chicago, Illinois |
| R. L. Shaw | Employment Security, Cleveland, Ohio |
| John I. Saks | Employment Security, Cleveland, Ohio |

AGENDA
FIFTH REGIONAL LABOR SUPPLY COMMITTEE
Detroit, Michigan

August 4, 1941

9:30 a.m. - Additions, deletions, corrections re report of first meeting. Committee action on report.

Statements of resources available - new Committee members.

10:00 a.m. - Proposed plan for undertaking Committee responsibilities.

11:00 a.m. - Detroit:
1. Skilled labor shortages
2. Overall situation

Afternoon Session

1. Conclusion of discussion on Detroit.
2. Displacement of rubber workers in Akron.
3. Tank production program.
4. Effect upon employment in Region of shortage in raw silk supply
5. Employment practices of Duplex Printing Press Company, Battle Creek, Michigan.
6. Question re Labor Supply Branch Circular No. 5.
7. Consideration of policy re advertising.
8. Review method of transmitting information to Defense Contract Service.
9. Interim report - Kentucky labor pool.

Return to
Mrs. Schafer

FIFTH REGIONAL LABOR SUPPLY COMMITTEE
(Kentucky, Michigan, Ohio)

August 27, 1941

## COMMITTEE MEMBERSHIP

| Members | Agency | Alternate |
|---|---|---|
| E. L. Keenan<br>Acting Chairman | Bureau of Employment Security<br>U. S. Employment Service Division | John L. Craig |
| Oscar Grothe | Training-Within-Industry | M. M. Olander<br>Paul C. Mooney |
| Randolph Barnard | Management | |
| C. H. Dustin | Office of Education | Harold T. Widdowson<br>(Michigan) |
| S. C. Campbell | National Youth Administration | Tom Beatty |
| Charles W. Paine | U. S. Civil Service Commission | James Campbell |
| William J. Moore | Apprenticeship Unit<br>Department of Labor | W. J. England<br>(Ohio)<br>Thomas Ross<br>(Michigan) |
| J. Lawrence Duncan | Negro Employment and Training Section<br>Office of Production Management | |
| Morris J. Schwartz | WPA Employment and Training Division | James Quinn |

## INDIVIDUALS EXPECTED TO ATTEND MEETING AUGUST 27, 1941

| | |
|---|---|
| George W. Cross | Michigan U. C. Commission |
| Paul Stanchfield | Michigan U. C. Commission |
| Edward L. Cushman | Michigan U. C. Commission |
| Thomas F. Carson | Michigan U. C. Commission |
| William Dorn | Michigan U. C. Commission |
| Cy Newcomb | Michigan U. C. Commission |
| P. D. Fahnestock | Informational Service<br>Social Security Board, Cleveland, Ohio |
| R. L. Shaw | Employment Security, Cleveland, Ohio |
| John I. Saks | Employment Security, Cleveland, Ohio |
| Richard H. Leukart | Employment Security, Detroit, Michigan |

# A G E N D A

FIFTH REGIONAL LABOR SUPPLY COMMITTEE
Detroit, Michigan

August 27, 1941

9:30 a.m. - Additions, deletions, corrections of report of third meeting. Committee action on report of third meeting.

9:45 a.m. - Discussion of Labor Supply and Displacement Problem, Detroit.

Afternoon Session

1:30 p.m. - Special Recruiting Activities:

1. Consolidated Aircraft
2. British Technical Service
3. Newfoundland Base

General:

1. Report on "Negotiated Transfer of Skilled Workers from Non-Defense to Defense Employment".

2. Report on "critical" occupations survey.

3. Curtailment of employment , Dayton, Ohio, as result of material priorities.

4. Report on States' reply to request for information re Negro trainees available and instances of discrimination, if any.

5. Recruitment of Labor, Ravenna Shell Loading plant.

Returned to Mrs. Schafer

To: Arthur S. Flemming, Director,
Labor Supply Branch,
Labor Division,
Office of Production Management

Cleveland, Ohio
September 25, 1941

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Report of Special Meeting of
Fifth Regional Labor Supply Committee

Selected members of the Committee met on September 23 when a special meeting was called to discuss the type of action which would be required to handle situations resulting from production curtailment and material priorities. Only those members immediately affected by this problem were requested to attend. In addition, the Executive Directors and Employment Service Directors of the State Employment Security agencies were also in attendance.

I. UNFINISHED BUSINESS

A. "Curtailment Lay-offs", Mansfield, Dayton, and Toledo, Ohio

Surveys prepared by the Labor Supply Officer in conjunction with the Ohio State Employment Service covering Dayton, Mansfield and Toledo relative to "Curtailment Lay-offs" were reviewed briefly for the benefit of the Committee. (Brief reports covering these situations were made available to the Labor Supply Branch and to the Bureau of Employment Security immediately upon their completion.)

Action Taken

It was agreed that the Labor Supply Officer, in cooperation with the Labor Representative and other members of the Committee, immediately plan for meetings between Management and Labor in each of the communities affected. Definite arrangements were made for meetings in Dayton, Ohio, on September 30 and October 1. Meetings in the other two communities will be held following the Dayton meetings. At that time the plan being developed for the automotive industry in Detroit will be used as a basis for discussion.

II. NEW BUSINESS

A. Special Reporting Covering Communities Affected by Material Priorities

Mr. F. H. Harbison addressed the Committee at some length regarding the information which will be required by the Labor Division in meeting its responsibilities relative to the certification of certain communities for additional defense contracts due to labor displacements resulting from material

priorities or production curtailment. During this discussion a tentative program was outlined enumerating the information which local offices will be expected to secure in preparing community surveys. The need for quick action was pointed out. The three day studies of the Mansfield and Dayton areas were used as a basis for discussion.

The situation relative to certain critical materials was reviewed at some length by Mr. Harbison. Representatives of the State agencies were instructed to make use of this information in determining areas in which studies should be immediately undertaken.

Action Taken

The representatives of the State agencies were instructed to immediately request each local office to review current ES-270 reports in order to determine probable concerns which may be affected by either material priorities or production curtailment. Each local office will be expected to prepare a brief report summarizing the general community situation with respect to priorities unemployment. The reports should also include projected estimates of the amount of employment that will result from current defense contracts in the area. A brief statement covering the situation with respect to major employers in the area should also be made a part of the report. The Labor Supply Officer assumed the responsibility of preparing written instructions to the State agencies confirming the verbal instructions given during the meeting. It was pointed out that these studies would originate from the following three sources:

1. The Bureau of Employment Security may request studies of certain communities. Reports should immediately be transmitted to the Bureau with copies to the Regional office.

2. The Regional office, at the request of the Labor Division, may initiate studies in certain communities. The original and three copies of such reports would be transmitted to the Regional office for distribution to the Labor Division and other interested agencies.

3. State agencies will be expected to initiate studies in any community which may be affected by priorities unemployment. The original and three copies of such studies should be directed to the Regional office for distribution to the Labor Division and other appropriate agencies.

B. Bureau of Labor Statistics' "Blackout Study"

The reports prepared by the Ohio agency in verification of the facts revealed by the Bureau of Labor Statistics' "Blackout Study" were reviewed. It was revealed that only a small number of the 28 firms contacted in Ohio still were affected by serious labor shortages.

Action Taken

T.W.I. representatives attending the meeting were instructed to contact those employers for whom the T.W.I. program might relieve the current labor shortage. The Ohio State Employment Service was instructed to immediately apply the procedure developed by the Bureau of Employment Security for the negotiation of voluntary transfers to the defense contractors affected. A complete report covering the results of this survey has been made available to the Director of the Labor Supply Branch in a letter from the Acting Chairman of the Committee dated September 24. The report of the Michigan State Employment Service will be reviewed with State agency officials and action similar to that taken in Ohio will be initiated immediately.

Next Meeting

The next meeting of the full Committee has been set for 9:00 a.m. Friday, October 3, at Cleveland, Ohio.

E. L. Keenan

cc - Committee Members and Alternates
Martin F. Carpenter, U.S.E.S.
N. B. Giles & G. A. McGarvey, Office of Education

IN ATTENDANCE AT SPECIAL MEETING OF THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE

CLEVELAND, OHIO

September 23, 1941

E. L. Keenan, Bureau of Employment Security, Cleveland, Ohio

John L. Craig, Bureau of Employment Security, Cleveland, Ohio

F. H. Harbison, Priorities Branch, Labor Division, O.P.M., Washington, D. C.

Carl D. Wheaton, Training-Within-Industry, Detroit, Michigan

Burdette Reid, Training-Within-Industry, Cincinnati, Ohio

John F. Foy, Bureau of Employment Security, Washington, D. C.

Robert L. Glenn, Labor Representative, O.P.M., Cleveland, Ohio

Caroline Manning, Women's Division, Department of Labor, Washington, D. C.

H. C. Atkinson, Bureau of Unemployment Compensation, Columbus, Ohio

Wade Hammond, Ohio State Employment Service, Columbus, Ohio

E. S. Benedict, Ohio State Employment Service, Columbus, Ohio

Robert B. Hensley, Unemployment Compensation Commission, Frankfort, Kentucky

Raymond Cella, Unemployment Compensation Commission, Frankfort, Kentucky

George W. Cross, Michigan State Employment Service, Detroit, Michigan

E. L. Cushman, Michigan State Employment Service, Detroit, Michigan

Richard L. Shaw, Bureau of Employment Security, Cleveland, Ohio

Ralph Strong, Bureau of Employment Security, Cleveland, Ohio

To: Arthur S. Flemming, Director,
Labor Supply Branch,
Labor Division,
Office of Production Management

Cleveland, Ohio
October 6, 1941

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Report of Sixth Meeting of
Fifth Regional Labor Supply Committee

The Committee met in Cleveland, Friday, October 3. The report of the special meeting held on September 23 was adopted without change. Twenty-five copies of the agenda and a list of attendance are attached.

I. UNFINISHED BUSINESS

A. Revised Policies of O.P.M. Relative to the Handling of Automotive Workers and the Possible Application to Other Industries.

The revised Detroit agreement was reviewed by the Committee. State Employment Service representatives were informed by the Acting Chairman that copies will be furnished them from Washington. Newspaper articles commenting on General Motors acceptance of the transfer plan on a seniority basis were read to the Committee. It was felt that this should be stressed in dealing with Management in other areas.

Action Taken

State agencies were then urged to select immediately those local areas in which the need for workers was becoming acute, in order to suggest an application of the voluntary transfer procedures decided upon in the automobile industry.

B. Curtailment "Lay-offs"

1. Mansfield, Ohio

Information received by the Labor Supply Officer from the Ohio State Employment Service and other sources indicates that about 1,000 have been laid off due to priority curtailment. The representative of the Contract Distribution Division of O.P.M. asserted that the Mansfield situation had been surveyed rather thoroughly. The conclusion drawn was that plants in Mansfield are apparently not equipped for defense work nor could a change-over be made easily.

Action Taken

Meetings with Management and Labor have been scheduled for October 7. A joint meeting will also be held at which will be present representatives of the Contract Distribution Division and the three members of the Council of State Administrators. Following are some of the suggestions approved by the Committee which will be reviewed at the meeting: Immediate establishment of training courses for

defense jobs which may be available in nearby towns; training priority for displaced non-defense workers rather than recent school graduates,etc.; immediate survey of training facilities in the community.

2. Dayton, Ohio

The Committee was informed that information previously secured through cooperation of the Ohio State Employment Service relative to the effect of material priorities was verified at meetings held with Management and Labor representatives in Dayton, September 30. Lay-off of approximately 3,000 workers by the Frigidaire Division of General Motors apparently represents the major problem in the community.

Action Taken

Follow-up meetings with Labor and Management have been arranged for Wednesday, October 8. At that time it is planned to have separate meetings with each group followed by a joint meeting in an attempt to secure agreement as to application in the local area of the pattern established in Detroit for the automobile industry.

C. Report of Michigan Agency on Employer Discrimination

The problem of trainees and workers from minority groups was discussed. Specific mention was made of individual employers by the Michigan agency as glaring examples of discrimination.

Action Taken

Although such employers have been contacted by representatives of various branches of the Government no apparent results have been forthcoming. An additional effort will be made by the Minorities Representative of the Committee, after which it may be necessary to resort to action before the Fair Practices Board.

II. NEW BUSINESS

A. Trainees and Selective Service in a Voluntary Transfer Program

The representative of the Army and Selective Service on the Committee asked for a clarification of the position of trainees for defense work with respect to Selective Service in the voluntary transfer program. By this was meant the notification of Selective Service Boards by training officials of the type of training for selectees in order to check on deferments.

Action Taken

Where training is for specific job openings the Employment

Service is to supply the local Board with such information after the prospective selectee has received his questionnaire. The Committee will ask the State Council of Administrators to plan with local Councils for initiation of this procedure, first seeking the approval of the Draft Boards.

B. Establishment of Area Labor Supply Committees

The necessity for action committees on local or area levels was discussed. It was felt that a clearing house for local problems was necessary. When the facts in each situation are ascertained, a request for action to the Regional Committee could then be made, to which would be attached all the necessary information previously secured. It was emphasized that area committees were not to be considered as policy determining bodies.

Action Taken

It was decided that the area committees would be composed of representatives from the State Department of Education, Employment Service, Contract Distribution Division, T.W.I., plus those of other agencies who would be asked to attend when their aid was needed in dealing with specific problems. Three Area Committees were approved by the Regional Committee, which are to meet in Cleveland, Cincinnati and Detroit. Meeting schedules are as follows:

Detroit, each Friday, first meeting October 10
Cleveland, each Tuesday, first meeting October 14
Cincinnati, each Wednesday, first meeting October 15

Subsequent meetings will be held weekly on the same days.

No local committees will be set up at this time, although it may be necessary to set them up later in specific communities such as Mansfield and Dayton, Ohio.

C. Reporting Labor Displacement

The Acting Chairman reviewed briefly for the Committee a new form, ES-223, from which vital information was to be secured on a plant basis, concerning labor displacement as a result of shortage of materials, parts or priority curtailments. This report is to bring up to date community surveys which are made periodically.

Action Taken

Instructions on the proper use of this report were later discussed with representatives of the State Employment Services by the Acting Chairman.

D. Publicity

With the emphasis on utilization of local labor supply the Committee reviewed the various means of focusing attention on this problem. Chamber of Commerce interest in local housing and relief problems was cited. Reaching civic organizations in order to secure their aid in preventing unnecessary migration was also discussed. Cleveland's situation was given as an example where publicity should secure employer cooperation on the utilization of local labor supply before they act to encourage the influx of new workers. Industry, Labor, Government and the public should act in complete cooperation to prevent serious problems later.

Action Taken

Newspaper releases and radio scripts are to be prepared immediately stressing the theme of utilizing local labor supply to the fullest degree. This program is to be prepared for the entire region, utilizing the services of the State Employment Service informational branches. The participation of the Regional Representative of the Social Security Board Informational Service has been secured in initiating this press and radio campaign.

E. Local Labor Committees

Mr. Glenn, Regional Labor Representative for O.P.M. reviewed efforts to have labor set up local labor committees to assist in the formulation of policies which will then be reported to the Regional Labor Supply Committee. It was reported that various labor groups have stated that they were not included in discussions prior to the initiation of training programs.

Action Taken

Mr. Glenn was asked to report on this follow-up of any complaints. Closer cooperation between the local vocational education advisory committees and labor should result if labor is fully represented on the various training programs. Assistance will be given in this matter wherever necessary by members of the Regional Labor Supply Committee.

III. RECOMMENDATIONS

In the discussion on participation of organized labor in defense training programs, introduced by the Regional Labor Representative of O.P.M's Labor Division, problems concerning the local Advisory Councils arose. The Committee directed that clarification of O.P.M. policy be secured bearing on this issue.

It was found that in many instances local Advisory Councils were

functioning alongside local Councils of Administrators with no clear delineation of authority. This is especially of importance with respect to the certification of training courses.

In some instances, where original Advisory Councils are still functioning, as in Ohio, certification of training courses are made by them. Mr. C. H. Dustin of the Office of Education was asked to check this situation by the Committee.

Next Meeting

The next meeting of the Committee was proposed for Monday, October 27, at a place yet to be selected.

E. L. Keenan

cc - Committee Members and Alternates
Martin F. Carpenter, U.S.E.S.
N. B. Giles & G. A. McGarvey, Office of Education

IN ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING

CLEVELAND, OHIO

October 3, 1941

E. L. Keenan, Bureau of Employment Security, Cleveland, Ohio
John L. Craig, Bureau of Employment Security, Cleveland, Ohio
Lt. Col. Furman G. Spencer, Selective Service System and U.S. Army, Columbus, Ohio
Lt. Comdr. R. J. Twyman, U.S. Navy, Great Lakes, Illinois
C. R. Terry, Contract Distribution Division, Cleveland, Ohio
Charles Kingsley, Contract Distribution Division, Detroit, Michigan
R. B. Applegate, Contract Distribution Division, Cleveland, Ohio
O. Frank Carpenter, Training-Within-Industry, Detroit, Michigan
Carl D. Wheaton, Training-Within-Industry, Detroit, Michigan
L. O. Mellon, Training-Within-Industry, Cleveland, Ohio
W. J. England, Apprenticeship Unit, Department of Labor, Cleveland, Ohio
C. L. Wade, Apprenticeship Unit, Department of Labor, Toledo, Ohio
C. H. Dustin, Office of Education, Washington, D. C.
Charles W. Paine, U.S. Civil Service Commission, Cincinnati, Ohio
J. Lawrence Duncan, Negro Employment and Training Section, O.P.M.
Dr. C. Thomas Clifton, National Youth Administration, Cleveland, Ohio
John Smith, W.P.A. Training and Reemployment Division, Frankfort, Kentucky
J. G. Dunton, Office of Government Reports, Cleveland, Ohio
Elizabeth Magee, Women's Bureau, Department of Labor, Cleveland, Ohio
Robert L. Glenn, Labor Representative, O.P.M., Cleveland, Ohio
Daniel C. Brown, Special Labor Representative, O.P.M., Cleveland, Ohio
E. L. Cushman, Michigan State Employment Service, Detroit, Michigan
George W. Cross, Michigan State Employment Service, Detroit, Michigan
Marion Gregg, Ohio State Employment Service, Columbus, Ohio
E. S. Benedict, Ohio State Employment Service, Columbus, Ohio
Harry H. Hansbrough, Kentucky State Employment Service, Frankfort, Kentucky
P. D. Fahnestock, Bureau of Informational Service, Cleveland, Ohio
R. L. Shaw, Bureau of Employment Security, Cleveland, Ohio
John I. Saks, Bureau of Employment Security, Cleveland, Ohio
L. L. Friedland, Bureau of Employment Security, Cleveland, Ohio
Ralph A. Strong, Bureau of Employment Security, Cleveland, Ohio

Mirlam Schafer

To: Arthur S. Flemming, Director,
Labor Supply Branch,
Labor Division,
Office of Production Management

Cleveland, Ohio
November 4, 1941

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Report of Seventh Meeting of
Fifth Regional Labor Supply Committee

The Committee met in Cleveland, Monday, November 3, 1941. The report of the meeting held on October 3 was adopted without change.

I. UNFINISHED BUSINESS

A. Analysis of the Area Labor Supply Committees

Since their establishment several weeks ago, each area committee has met several times. In the opinion of those members of the Regional Committee who have attended area meetings, the meetings to date have been fairly successful. There were no doubts concerning the necessity of performing the functions which have been delegated to the area committees.

However, several observations were made calculated to increase the value of area committee activities. These concerned: (1) Insistence on the attendance at such meetings of the representative regularly assigned in order to foster adequate continuity; (2) Inviting representatives of agencies not usually in attendance (including local employment office managers) whenever problems come up with which their agency or office is concerned; (3) Securing representation on area committees from the Contract Distribution and Material Priorities Divisions of the OPM (see recommendations).

Action Taken

It was the consensus of opinion that the area set-up be continued. The Regional Labor Supply Committee concurred with the suggestions of the area committee chairmen on adequate representation at these meetings. Since the committee members are convinced of the desirability of area treatment of labor supply problems, less difficulty is expected on this point.

B. Reports on "Problem" Areas - Priorities Unemployment

1. Lansing, Michigan

Employment Service reports conclude that approximately 8,000 persons will be unemployed in Lansing during the winter months due to materials' shortages. This conclusion was verified at labor and management meetings held here October 20 and 21. (See October 22 report). The Nash-Kelvinator plant should absorb one-third of the displaced labor eventually. However, delay in the receipt of necessary equipment is postponing this rehiring.

Action Taken

The Acting Chairman of the Labor Supply Committee in his report on

this situation October 22, 1941 urged that immediate steps be taken to expedite the receipt of the necessary equipment to alleviate this "gap" unemployment. It was also suggested that if orders for civilian trucks could be given to the Reo Motor Company it would help to tide over the local situation until Nash-Kelvinator gets into production.

2. Muskegon, Michigan

Based on Employment Service surveys it seems apparent that by January 1, 1942 approximately 7,000 workers will be jobless, representing about one-fourth of the local number of workers employed in the entire County of Muskegon. At a meeting held in Muskegon, October 20, it was found that "comparatively high wage rates and difficulties of immediate plant conversion have made competitive bidding by Muskegon employers difficult".

Action Taken

In the report on this meeting, it was recommended that Greater Muskegon be immediately designated as a "distressed" area. Accompanying the report of this meeting (October 22, 1941) is a list of Muskegon employers who have submitted bids which, if accepted, would aid materially in the solution of the labor displacement problem here.

3. Mansfield, Ohio

One of the first areas to be certified as a distressed area, there are now sufficient defense contracts here to take care of labor displaced to date after "gap" unemployment of several months. However, additional contracts will be necessary if expected additional curtailment continues. Training for defense occupations is progressing favorably for all displaced workers who want such training.

4. Dayton, Ohio

Although some layoffs have occurred here as a result of material priorities, absorption is still possible within the community. Therefore, no action was suggested at this time.

(a) Wright Field, Dayton, Ohio

A telegram was read to the Committee which had just been received from the Wright Field Air Service Command requesting aid in recruiting certain types of workers.

Action Taken

Dr. C. W. Paine, United States Civil Service Commission, and E. S. Benedict, Ohio State Employment Service, were designated as a committee to represent the Regional Labor Supply Committee at a conference arranged with Col. Miller at Wright Field on November 4. Dr. Paine and Mr. Benedict will meet with the officer in charge November 4 to discuss job specifications, upgrading possibilities

and utilization of every possible labor supply source including full utilization of employment service job analysts and TWI assistance if pertinent. The full resources of the Ohio State Employment Service will be brought to bear on the Wright Field recruiting problem. Dr. Paine and Mr. Benedict will submit a report at the next Cincinnati area meeting.

5. Ironton, Carrollton, London, Lancaster, Sandusky - Ohio

It was determined that displacement problems exist in all of these communities. Nevertheless, due to absorption possibilities in nearby communities or possible defense orders in the near future, these communities could not be recommended for certification as "distressed" areas. However, in all of these communities there is at least one firm which seems qualified and eager to enter into defense production and we have recommended specific remedial action in the form of defense contracts in these instances.

Action Taken

Specific plant facilities have been called to the attention of the Contract Distribution Division representatives with the request that special consideration be given to them. Should contracts be received by these firms, it would relieve practically all unemployment in their local labor market areas.

6. Elyria, Ohio

No certification of this area has been made although at least 500 women will be released by local industry. Contract Distribution Division consultants from Washington surveyed Elyria recently but inasmuch as their regional office in Cleveland has no report of the findings, the results are unknown.

No recommended action, therefore, is possible at this time.

II. NEW BUSINESS

A. Coordination of Training Programs

Experience has indicated that closer cooperation is necessary between all agencies engaged in planning and administering training programs. A definite plan was asked for by the Ohio Council of State Administrators. In their request, they specifically asked for participation of OPM's, TWI's and Department of Labor's Apprentice Training Units in the planning of training programs with the local Council of Administrators.

Action Taken

It was agreed, therefore, that in order to secure proper clearance between all training agencies, TWI and Apprenticeship Unit representatives would clear with local Councils whenever programs were contemplated for a specific area.

B. Engineering Defense Training

An explanation was given to the Committee of the kind of engineering training available and the manner in which this unit functions. In view of the emphasis placed on upgrading to semi-technical proficiency, it was felt that the Council of Administrators and the local employment offices should be again informed on the training facilities available in designated universities and colleges.

Action Taken

1. Representatives of the Michigan and Kentucky Employment Service were instructed to contact the Engineering Training chiefs in their State in order to become fully aware of all the training program now being conducted by the officially designated colleges and universities.

2. The TWI unit and the Employment Service were asked to suggest Engineering Training facilities to employers wherever applicable to their labor supply problems. In such instances where employers could profit by the introduction of additional courses, the representatives of TWI and the Employment Service were urged to bring this to the attention of the nearest Engineering Training Unit.

C. Excess Training Facilities Existing in Schools and NYA in Ohio Made Available to the Regional Labor Supply Committee

An offer was received from the State Council of Administrators indicating that equipment was available in Ohio for defense training. However, this equipment is available only where presently located inasmuch as it is now being utilized for training on a one shift basis.

Action Taken

Since these facilities could be of value to other areas only if the equipment could be transferred to those areas, it was not deemed advisable to take any action on this offer.

D. Advertising for Skilled and Technical Workers in Ohio and Michigan Without Recourse to Clearance and Other Facilities of the Employment Services

Several instances have occurred where advertisements have appeared in newspapers throughout this region, listing openings in cities located in other areas. A recent example is the "ad" inserted by the Curtis-Wright Corporation of Buffalo. This has been called to the attention of the Labor Supply Officers for the regions in which such plants are located.

Action Taken

Although the companies responsible have had little success at great expense they have indicated that a little of it was good employment policy. No specific recommendation was made although the Employment Service agencies will be asked to attempt to induce such firms to exhaust all employment service facilities first.

III. RECOMMENDATIONS

1. Although Contract Distribution Division representatives have participated in Regional Labor Supply Committee meetings, no written instructions have been received by their district offices designating one of their staff as an official member of the Committee. No indication has ever been given that they should participate in the work of the Regional Labor Supply Committee. This situation also holds true for representatives of the Material Priorities Branch of OPM. In view of their importance to the whole problem of labor supply, the Committee was of the opinion they should participate in all labor supply committee meetings, both Regional and Area.

   In this connection, we understand that meetings have been instituted at the Washington level between the Labor Supply Branch and the Contract Distribution Division of OPM.

   Therefore, it is recommended that:

   > "Representatives of the Contract Distribution Division and the Material Priorities Branch of OPM be immediately designated as official members of the Regional Labor Supply Committee."

2. Labor supply problems frequently have arisen in the region in which action by several agencies was necessary. However, it was deemed undesirable for several representatives to contact the plant or person involved at the same or different times except where absolutely necessary.

   Therefore, it was decided that whenever possible, one or two individuals would represent the labor supply committee when these situations occurred. Based on his or their recommendations, the problem presented would be directed to the appropriate agencies for action.

Next Meeting

The next meeting of the Committee was proposed for Tuesday, December 2, at a place yet to be selected.

E. L. Keenan

cc - Committee Members and Alternates
Martin F. Carpenter, U.S.E.S.
N. B. Giles & G. A. McGarvey, Office of Education
State Agencies

IN ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING

CLEVELAND, OHIO

November 3, 1941

E. L. Keenan, Bureau of Employment Security, Cleveland, Ohio
John L. Craig, Bureau of Employment Security, Cleveland, Ohio
C. W. Fick, Defense Contract Distribution Division, OPM
Lt. Comdr. R. J. Twyman, U.S. Navy, Great Lakes, Illinois
Carl D. Wheaton, Training-Within-Industry, Detroit, Michigan
L. O. Mellen, Training-Within-Industry, Cleveland, Ohio
C. H. Dustin, Office of Education, Washington, D. C.
Charles W. Paine, U.S. Civil Service Commission, Cincinnati, Ohio
J. Lawrence Duncan, Negro Employment Training Section, OPM
John Pendergast, National Youth Administration, Cleveland, Ohio
Morris J. Schwartz, WPA Training and Reemployment Division, Columbus, Ohio
R. V. P. Abbate, U.S. Employment Service, Detroit, Michigan
C. E. MacQuigg, Engineering Training, Columbus, Ohio
Leo Wertz, Labor Supply Branch, OPM
Paul Hartman, State Department of Education, Columbus, Ohio
Elizabeth Magee, Women's Bureau, Department of Labor, Cleveland, Ohio
Robert L. Glenn, Labor Representative, OPM, Cleveland, Ohio
Daniel C. Brown, Special Labor Representative, OPM, Cleveland, Ohio
E. L. Cushman, Michigan State Employment Service, Detroit, Michigan
Wade Hammond, Ohio State Employment Service, Columbus, Ohio
Marion Gregg, Ohio State Employment Service, Columbus, Ohio
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L. L. Friedland, Bureau of Employment Security, Cleveland, Ohio
Ralph A. Strong, Bureau of Employment Security, Cleveland, Ohio
Frank Baldau, Bureau of Employment Security, Cleveland, Ohio
P. D. Fahnestock, Bureau of Informational Service, Cleveland, Ohio

To: Arthur S. Flemming, Director,
Labor Supply Branch,
Labor Division,
Office of Production Management

Cleveland, Ohio
December 4, 1941

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Report of Eighth Meeting of
Fifth Regional Labor Supply Committee

The Committee met in Cleveland, Tuesday, December 2, 1941. The report of the meeting held on November 4 was adopted without change.

I. UNFINISHED BUSINESS

A. Newspaper Advertising in Region V for Skilled Workers by Defense Plants in Other Areas

An increasing number of advertisements for skilled workers are being inserted in newspapers throughout Region V by defense production plants located outside this area. In many instances the appropriate Regional Labor Supply Officer has been asked to indicate to such plants OPM policy with respect to this practice. However, such ads have continued to appear in increasing number. In view of the problems inherent in recruiting on this basis without adequate recourse to local facilities when labor stringencies exist, the Committee felt some action was now necessary.

Action Taken

In some communities, newspapers have refused to accept ads for skilled workers when such men were to be employed in other areas. The Committee recommended that provided the approval of the National Labor Supply Committee could be secured, newspapers throughout Region V should be asked not to accept ads for skilled workers from plants in other areas unless the employment office in the local area involved has indicated that all labor resources locally had been exhausted.

B. Area Labor Supply Committee Responsibilities

The overall activities of the Regional Committee were discussed briefly in connection with the proper functioning of the Area Committees. Questions of policy, serious local situations with wide ramifications were declared to be the primary concern of the Regional Committee. The Area Committees should be chiefly concerned with specific local situations.

Action Taken

Brief reports will be given at the Regional Labor Supply Committee meetings of the problems taken up during the month by each Area Committee chairman. Only those situations which are serious or symptomatic will be discussed.

A fourth Area Committee was created which is to treat with Kentucky problems apart from those of Southern Ohio. The first meeting is to be held in Louisville on Thursday, December 11.

C. "Problem" Area - Lansing, Michigan

The situation at Lansing was discussed in some detail by the Committee because of several fundamental issues. The Committee's November 4 report stated that severe unemployment would result here during the winter months due to materials' shortages.

The Nash-Kelvinator Company and General Motors, both of which have plants in Lansing are engaged in getting these units ready for extensive defense operations. Indications now are that there will be a definite labor shortage of large proportion in Lansing. General Motors previously had given no notice of increased production schedules for the Lansing plant.

Further complicating the situation is the fact that both companies have plants elsewhere which have, or are about to shut down because of civilian production curtailment. Grand Rapids, Michigan and Kenosha, Wisconsin in Region VI, are the sites for other Nash-Kelvinator plants. Both communities report serious situations due to priorities unemployment. Lansing, Michigan, as indicated above, will experience difficulties in recruiting as well as the concomitant social and economic problem inherent in a rapid increase in defense worker in-migration. Laid-off General Motors employees now in training for jobs in the Nash-Kelvinator plant, will be reabsorbed by General Motors because of the decision of that company to increase its defense production in Lansing. If work can be distributed by the Nash Corporation to its plant in Grand Rapids to alleviate the situation there, an immediate training program would be necessary.

The Committee is of the opinion that the overall policies of large organizations such as General Motors and Nash-Kelvinator is the key to such situations. The liaison established with top management by OPM should contribute towards a more equitable distribution by multiple-plant organizations of their defense work.

Action Taken

Information must be secured from General Motors on production and employment schedules for the Lansing, Michigan plant. (Such information has already been requested through proper channels and should be available shortly.) Through the Army or Navy representatives on the Regional Labor Supply Committee, that branch of the Service which has let the contracts in this instance, should be asked whether there is any possibility of securing management agreement to a distribution of part of the production now scheduled for Lansing.

If this is feasible, conferences could then be called with the Nash-Kelvinator Corporation and General Motors by the Labor Supply Branch of OPM to work out the details of distributing part of the work to Grand Rapids or Kenosha, (Nash-Kelvinator) or other General Motor plants. The Committee stressed the importance of distributing work among the several units of multiple-plant corporations, rather than concentrating such work in one unit with all the problems inherent in such a procedure. (See resolution on this subject in Recommendations).

II. NEW BUSINESS

A. Action on Unfilled Orders for Skilled Workers in Defense Plants

The immediate displacement problems brought to the attention of the Regional Labor Supply Committee in recent months have tended to obscure the equally important task of assuring an adequate supply of workers to defense industries. The Committee, therefore, asked for information concerning recent activities of the employment services in this region towards meeting this demand.

The Ohio State Employment Service outlined the plan now in operation in its larger local offices which gives priority to defense orders in the order of their urgency. Both Michigan and Kentucky Employment Services follow similar methods. In this connection, mention was made of the list of steps recommended by the U.S. Employment Service to the State Employment Services in a communication dated August 9 which, if followed, should result in most cases in a solution of the recruitment problems.

Working with the supply branches of the armed services in order to get to defense producers holding such contracts was suggested as a means of securing greater cooperation for relaxation of specifications as to skill, discriminatory practices, etc.

However, after recommended steps have been followed and the necessary skilled workers have not been secured, the Committee felt that stronger measures may then become necessary.

Action Taken

Unresolved situations should be brought to the attention of the Regional Labor Supply Committee immediately. The National Labor Supply Committee will then be informed of all such cases for which complete factual information will be made available. Action at that point may have to be formulated at the national level.

B. Should Labor Displaced Because of Priorities be Given Preferential Treatment in Referrals to New Jobs by the Employment Service?

Perhaps due to misconceptions arising out of an inadequate understanding of the voluntary transfer procedure, several instances have occurred recently where labor unions have insisted on automatic preference to all defense jobs for their members who have been displaced due to priorities curtailment. The Labor Representative on the Regional Labor Supply Committee asked that this preference be given to such workers.

The Employment Service representatives felt, however, that such arbitrary preference ran counter to employment service policy of referring the best possible worker from their files. It was pointed out that where employer specifications asked for workers from a particular plant or union, such specifications would be followed.

Action Taken

It was emphasized by the Committee Chairman that the OPM policy in this instance indicates that special treatment should be given to such workers by the Employment Service. However, it does not insist on first consideration necessarily for defense jobs. Although every effort should be made in getting jobs for displaced workers, whether union or non-union, only where the employer specifies union workers of a particular local, should automatic preference be given. As there appears to be some difference of opinion concerning the policies of OPM and the U.S. Employment Service on this subject, the Regional Committee directed the Chairman to secure additional information on the question: Should automatic preference be given by the Employment Service to workers displaced because of priorities curtailment in making referrals to defense jobs?

C. Regional Labor Supply Committee Action on Community Problems

A statement concerning "community certification" contained in Mr. Flemming's letter of November 26 on this subject was read to the Committee by the Acting Chairman. The Committee agreed with the opinion expressed therein that formal recommendations should not be made asking for certification of a community as a distressed area.

Action Taken

It was declared that the extent of the Committee's responsibilities in these instances is to recommend some type of remedial action by the appropriate branch of OPM without any specific action such as a recommendation of community certification.

III. RECOMMENDATIONS

1. Because of the serious situation shaping up in the Michigan communities mentioned in earlier sections of this report and the opinions expressed by various members of the Committee concerning the need for remedial action on a national level, the following resolution was passed:

> "It is recommended by the Fifth Regional Labor Supply Committee that before future awards are made of defense contracts to concerns having plants in several locations, any one of which is in an area recommended for remedial treatment, that consideration be given and a study made to determine the advisability of specifying that in the event of an award, the work will be done in the plant or plants in an area where there is an excess supply of labor or where there is anticipated labor displacement."

Next Meeting

The next meeting of the Committee was proposed for Tuesday, January 6, 1942 at a place yet to be selected.

E. L. Keenan

cc - Committee Members and Alternates
Martin F. Carpenter, U.S.E.S.
N. B. Giles & G. A. McGarvey, Office of Education
State Agencies

IN ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING

CLEVELAND, OHIO

December 2, 1941

E. L. Keenan, Bureau of Employment Security, Cleveland, Ohio
John L. Craig, Bureau of Employment Security, Cleveland, Ohio
C. W. Fick, Contract Distribution Division, OPM
Lt. Comdr. R. J. Twyman, U.S. Navy, Great Lakes, Illinois
Lt. Col. Furman G. Spencer, U.S. Army, Columbus, Ohio
Leo Wertz, Labor Supply Branch, OPM
Richard H. Leukart, U.S. Employment Service, Detroit, Michigan
Carl D. Wheaton, Training-Within-Industry, Detroit, Michigan
C. H. Dustin, Office of Education, Washington, D. C.
Dr. C. Thomas Clifton, National Youth Administration, Cleveland, Ohio
Dr. Charles W. Paine, U.S. Civil Service Commission, Cincinnati, Ohio
W. J. England, Apprenticeship Unit, Department of Labor, Cleveland, Ohio
J. Lawrence Duncan, Negro Employment Training Section, OPM
James Quinn, WPA Training and Reemployment Division, Lansing, Michigan
Paul M. Barrett, Department of Agriculture, East Lansing, Michigan
H. V. Dirks, Engineering Training, Lansing, Michigan
Elizabeth Magee, Women's Bureau, Department of Labor, Cleveland, Ohio
Robert L. Glenn, Labor Representative, OPM, Cleveland, Ohio
Daniel C. Brown, Special Labor Representative, OPM, Cleveland, Ohio
E. L. Cushman, Michigan State Employment Service, Detroit, Michigan
Harry H. Hansbrough, Kentucky State Employment Service, Frankfort, Kentucky
Wade Hammond, Ohio State Employment Service, Columbus, Ohio
Marion Gregg, Ohio State Employment Service, Columbus, Ohio
E. S. Benedict, Ohio State Employment Service, Columbus, Ohio
B. C. Seiple, Ohio State Employment Service, Cleveland, Ohio
R. L. Shaw, Bureau of Employment Security, Cleveland, Ohio
L. L. Friedland, Bureau of Employment Security, Cleveland, Ohio
Ralph A. Strong, Bureau of Employment Security, Cleveland, Ohio
Frank W. Baldau, Bureau of Employment Security, Cleveland, Ohio

To: John J. Corson, Director
U. S. Employment Service

Cleveland, Ohio
January 16, 1942

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Report of Ninth Meeting of the
Fifth Regional Labor Supply Committee

The Committee met in Cleveland, Monday, January 12, 1942. Report of meeting held on January 2 was adopted without change.

I. UNFINISHED BUSINESS

A. Recent Developments in Acceptance of OPM Six-Point Seniority Policy

Complaints have been received that a number of employers in the automobile and automotive parts industry have not as yet accepted the OPM six-point seniority transfer policy.

Action Taken

Reports concerning a company which is unwilling to accept the six-point seniority transfer policy are to be referred to the Acting Chairman of the Regional Labor Supply Committee. A letter over his signature is sent to the company asking that they cooperate in complying with the policy. The management and labor representatives on the Regional Committee receive copies. If the companies concerned refuse to accept the "six-point policy" the labor and management representatives will be contacted, usually through area labor supply committee meetings, and asked to assist in bringing about an agreement.

B. Continued Delay in Awarding War Contracts in Communities Certified as Distressed Areas.

Two communities in Michigan, Muskegon and Grand Rapids, have as yet not received any contracts even though they have been certified as distressed areas. It was felt that certification was not providing effective remedial assistance.

Action Taken

Mention of this situation was to be made in the report of the Committee in order that it might be called to the attention of the Labor Supply Branch in Washington.

C. Follow-up with Newspapers Who Have Not Indicated Acceptance of OPM Policy on Clearance of Advertising for Workers.

On December 26 a letter was sent out to 560 newspaper editors in the region asking that they not accept ads for skilled workers from plants in other areas unless the employment office in the local area involved indicated that all local labor resources had been exhausted. To date only 20 replies have been received from newspaper editors, one of these indicating a refusal to

accept the request of the Regional Labor Supply Committee.

Action Taken

The newspapers from which no reply has been received are to be contacted by the field office managers of the U. S. Employment Service to secure acceptance of the policy outlined in the letter which has been sent.

II. NEW BUSINESS

A. WPA Participation in Retraining of Displaced Workers.

WPA representatives on the committee asked for recommendations on the best method for dealing with the retraining of the large number of workers who had been displaced by civilian production curtailment, particularly in Michigan. Because the majority of these workers were eligible for the maximum amount payable from Unemployment Compensation funds for the entire benefit period, most of the workers would not become eligible for WPA for approximately 14 more weeks.

Action Taken

The WPA was asked to review immediately the cases of those displaced workers who were eligible for only minimum benefits of $10.00 a week. If this amount was less than 75% of the family budget, it would be recommended that they waive their Unemployment Compensation benefits and be placed on WPA rolls and referred to the defense training classes by WPA.

B. Expansion of Number of Trainees Employed Directly by Industry.

As the "key" to solving the problem of retraining displaced workers, it was the consensus that industries anticipating expansion of war production should be requested to hire additional trainees in their plants. A considerable number of displaced workers could be handled by this means, and that obviously the type of training obtained by this method would be very much in line with industrial needs.

Action Taken

Regional Labor Supply Committee adopted the following resolution:

RESOLVED:

That the Labor Supply Committee, the procurement units of the armed services, and the governmental agencies in the field of labor supply should call to the attention of defense contractors and sub-contractors as well as potential defense contractors

and sub-contractors, the desirability of including in their bids, wherever necessary, adequate provision for the compensation, supervision, and instruction of workers to be trained for jobs necessary for completion of the contract or sub-contract.

C. Transfer of Surplus Equipment Used in Defense Training.

In some communities training equipment is not being fully utilized due to a lack of available trainees. It was agreed that the retraining of displaced workers in several of the large cities within the region could be speeded up if this equipment could be transferred.

Action Taken

A request is to be made to the National Defense Training Branch of the OPM Labor Division that they notify local school boards recommending release wherever possible of any surplus training equipment for transfer to communities where additional facilities are necessary for the retraining of workers.

D. Adoption of Four-Hour Shifts in Training Programs.

In several communities in Ohio it has been felt advisable to operate the training programs on the basis of six four-hour shifts each day in order to handle the maximum number of trainees. The Regional Labor Supply Committee was asked to consider recommending this plan to all communities where a large number of displaced workers were in need of training.

Action Taken

Recommendation was adopted by the committee that the four-hour shift plan in national defense training courses should be used throughout the region wherever it was necessary to have a large scale training program and the problem could not be met through other means.

E. The Adjustment of Normal Vocational School Training Schedules.

In order to make additional facilities available for national defense training, it was agreed that local school authorities should be requested to concentrate their normal vocational school training schedules into the shortest possible time. In most instances the present schedules require the use of tools and equipment for eight hours a day. If normal vocational courses could be concentrated into a four-hour period each day, the additional four hours could then be made available for training displaced workers.

John J. Corson - 1/16/42

Action Taken

A resolution was adopted embodying the recommendations indicated above and is to be forwarded to the state and local Councils of Administrators.

F. Recruitment Policy for Aircraft Companies Outside of the Region.

Aircraft companies from the West Coast are beginning the recruitment of skilled workers in Cleveland and Detroit with the approval of the U. S. Employment Service. When in the past, such recruitment has been permitted, only those workers engaged in non-defense plants were to be offered employment. This policy is now changed. Workers engaged in defense work will be accepted, although the aircraft companies seeking to employ such men are first required to obtain a release from the local defense employer.

Action Taken

The Committee asked that Washington's attention be called to the possibility that recruitment activity of the nature indicated might result in handicapping local contractors who were working on aircraft parts which is the case with a number of companies in the Cleveland and Detroit areas. To avoid the possibility of conflict between aircraft parts manufacturers in this region and aircraft assembly in other regions, it appears necessary to establish a system of labor priorities. Furthermore, to implement such a policy it is felt necessary that there be a uniform adoption of the six-point seniority policy throughout all industry in order that the many skilled workers still employed beneath their skill or at non-defense production be made available for the critically needed jobs in war industries.

Next Meeting

The next meeting of the Committee was proposed for Monday, February 16, 1942, to be held at 521 Union Commerce Building, Cleveland, Ohio

E. L. Keenan

cc - Committee Members and Alternates
Martin F. Carpenter, U.S.E.S.
N. B. Giles & G. A. McGarvey, Office of Education
State Directors for U.S.E.S.

IN ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING

CLEVELAND, OHIO

January 12, 1942

E. L. Keenan, U. S. Employment Service, Cleveland, Ohio
John L. Craig, U. S. Employment Service, Cleveland, Ohio
Lt. Comdr. R. J. Twyman, U.S. Navy, Great Lakes, Illinois
Lt. Col. Furman G. Spencer, U. S. Army, Columbus, Ohio
C. W. Fick, Contract Distribution Division, OPM, Cleveland, Ohio
W. J. Patterson, Apprenticeship Unit, Department of Labor, Cleveland, Ohio
W. J. England, Apprenticeship Unit, Department of Labor, Cleveland, Ohio
T. G. Graham, Management, Akron, Ohio
W. E. Loomis, Defense Training, Washington, D. C.
Paul M. Barrett, Department of Agriculture, East Lansing, Michigan
Wade Hammond, U. S. Employment Service, Columbus, Ohio
Marion Gregg, U. S. Employment Service, Columbus, Ohio
E. S. Benedict, U. S. Employment Service, Columbus, Ohio
W. H. Fraysure, U. S. Employment Service, Frankfort, Kentucky
H. H. Hansbrough, U. S. Employment Service, Frankfort, Kentucky
E. L. Cushman, U. S. Employment Service, Detroit, Michigan
Richard H. Leukart, U. S. Employment Service, Detroit, Michigan
Robert L. Glenn, Labor Representative, OPM, Cleveland, Ohio
Dr. C. Thomas Clifton, National Youth Administration, Cleveland, Ohio
Elizabeth Magee, Women's Bureau, Department of Labor, Cleveland, Ohio
A. Day, Training-Within-Industry, OPM, Detroit, Michigan
John J. McDonough, WPA Training and Reemployment Division, Washington, D.C.
M. J. Schwartz, WPA Training and Reemployment Division, Columbus, Ohio
Lester Brown, WPA Training and Reemployment Division, Chicago, Illinois
James Quinn, WPA Training and Reemployment Division, Lansing, Michigan
M. L. Klynn, WPA Division of Employment, Columbus, Ohio
J. Lawrence Duncan, Negro Employment and Training Section, OPM, Washington, D.C.
Marie Wing, Regional Attorney, Social Security Board, Cleveland, Ohio
John I. Saks, U. S. Employment Service, Cleveland, Ohio
Ralph A. Strong, U. S. Employment Service, Cleveland, Ohio
Frank W. Baldau, U. S. Employment Service, Cleveland, Ohio

To: John J. Corson, Director
U. S. Employment Service

Cleveland, Ohio
February 23, 1942

From: E. L. Keenan, Acting Chairman
Regional Labor Supply Committee

Subject: Report of Tenth Meeting of the
Fifth Regional Labor Supply Committee

The Committee met in Cleveland, Tuesday, February 18, 1942.

I. UNFINISHED BUSINESS

A. Limitation on Capacity Operation in Armament Plants due to Labor Shortages

Recent information obtained by the U.S.E.S. on the extent to which a shortage of labor was the most important factor in limiting operations of war contractors to less than peak plant capacity indicates that there are fifty-four Michigan plants and 27 Ohio plants in which this condition exists. While in the past, material shortages and lack of orders was frequently the cause of this situation, the factor of labor supply has recently become increasingly important.

Action Taken

TWI representatives are being advised currently of all such reports in order to determine what steps may be taken to increase plant training programs. The stepping up of Job Instructor Training is expected to be of greater assistance in breaking some of the bottle-necks which now exist. The USES is bringing the resources available through the Occupational Analysis unit to bear upon this problem.

B. Inter-community Transfer of Defense Training Equipment

The representative of the U.S. Office of Education indicated that transfer of defense training equipment from one community to another within a State can be initiated by the State Director of the Vocational Education but that any such transfer between States does not appear practical at the present time. In the Michigan area equipment is now being transferred into Detroit.

Action Taken

The committee urged that State and local councils of administrators concentrate training equipment now located in small-town schools in order that centralized training programs could be put into operation which would be more effective in handling trainees. In large cities suburban facilities should be utilized in their entirety and trainees enrolled irrespective of city or county boundaries.

C. Discussion of Need for "All-Out" Training Program

The Committee engaged in an extended discussion regarding developing defense training programs on an "all-out" basis. Consideration was

given to the question of extending training programs to trades and occupations not now generally approved for all-out training. There appeared to be unanimity of opinion as to the tremendous training job ahead, but not as to approach.

D. Employment of Aliens in War Industries

The representative of the Minority Groups Branch of the WPB, Labor Division, reported on recent developments pertaining to the procedure of obtaining approvals for alien workers employed by war contractors. It was indicated that a simplified questionnaire used jointly by the Army and Navy is now being distributed. Efforts are being made to simplify and expedite processing of exemption forms.

Action Taken

The Navy representative recommended that no public statements be made in the press in the matter of exempting aliens in war industries since the nature of this problem is such that it requires frequent changes in the handling of aliens and more confusion than help may result from the issuance of a public statement at this time. Committee members are in a position to correctly interpret current policies and procedures through the constituent agencies.

II. NEW BUSINESS

A. Developments in Farm Placement Program

The Regional Farm Placement Representative, USES, reported to the committee on the steps being taken to assure the necessary number of agricultural workers needed in the region. Farm placement representatives in each of the State units are contacting the various agencies and groups which can assist in recruiting workers. The Department of Agriculture representative brought the Committee up to date regarding the State and County Agricultural War Boards being established. Arrangements have been made for closing down CCC and NYA projects in farm areas in order that workers may be made available. There appears to be no problem thus far in centralizing recruitment of farm workers through the field offices of the USES, and in developing a satisfactory relationship between the Department of Agriculture agencies and the USES.

B. Description of British Experience with War Labor Supply Problems

Miss Margaret Bondfield, first woman Cabinet member and former Minister of Labour in Great Britian, described to the committee and to a large number of guests the British experience with war labor supply problems. She stressed particularly the extent to which women have been integrated into the various armament industries, agriculture and semi-military services. She further emphasized the necessity which had been felt in Great Britian for the centralization of all registration in the labor exchanges and the advantages of this approach in facilitating the inter-industry transfer and training of workers.

A summary of her remarks is being prepared and will be forwarded later.

Next Meeting

There was no action by the committee on the date of the next meeting. It is suggested that the next meeting be held in Cleveland on Monday, March 23rd at 10:00 A.M. in the Board of Directors room, fourth floor, Union Commerce Building. Members are requested to advise the Acting Chairman if this date is not satisfactory.

E. L. Keenan

ATTENDANCE AT THE FIFTH REGIONAL LABOR SUPPLY COMMITTEE MEETING
CLEVELAND, OHIO FEBRUARY 17, 1942

| | | |
|---|---|---|
| E. L. Keenan | — | U.S. Employment Service, Cleveland, Ohio |
| John L. Craig | — | U.S. Employment Service, Cleveland, Ohio |
| Lt. Comdr. R. J. Twyman | — | U.S. Navy, Great Lakes, Illinois |
| Lt. Comdr. C. D. Finn | — | Selective Service System |
| W. J. England | — | Apprenticeship Unit, Dept. of Labor, Cleveland, Ohio |
| Paul M. Barrett | — | Department of Agriculture, East Lansing, Michigan |
| Wade Hammond | — | U.S. Employment Service, Columbus, Ohio |
| Marion Gregg | — | U.S. Employment Service, Columbus, Ohio |
| E. S. Benedict | — | U.S. Employment Service, Columbus, Ohio |
| W. H. Fraysure | — | U.S. Employment Service, Frankfort, Kentucky |
| H. H. Hansbrough | — | U.S.Employment Service, Frankfort, Kentucky |
| E. L. Cushman | — | U.S. Employment Service, Detroit, Michigan |
| Richard H. Leukart | — | U.S. Employment Service, Detroit, Michigan |
| Robert L. Glenn | — | Labor Representative, OPM, Cleveland, Ohio |
| Dr. C. Thomas Clifton | — | National Youth Administration, Cleveland, Ohio |
| Elizabeth Magee | — | Women's Bureau, Dept. of Labor, Cleveland,Ohio |
| Katherine Lowrie | — | Women's Bureau, Dept. of Labor, Detroit, Michigan |
| E. W. Day | — | Training-Within-Industry, OPM, Detroit, Michigan |
| M. J. Schwartz | — | WPA Training & Reemployment Division, Columbus, Ohio |
| Lester Brown | — | WPA Training & Reemployment Division, Chicago, Illinois |
| J. Lawrence Duncan | — | Negro Employment & Training Section,OPM,Washington,D.C. |
| C. H. Dustin | — | U.S. Office of Education, Washington, D.C. |
| S. C. Campbell | — | National Youth Administration |
| Ralph A. Strong | — | U.S. Employment Service, Cleveland, Ohio |
| Frank W. Baldau | — | U.S. Employment Service, Cleveland, Ohio |
| Louis Friedland | — | U.S. Employment Service, Cleveland, Ohio |
| Orin Schmitz | — | Veterans Representative, USES, Columbus, Ohio |
| Thomas H. Wright | — | Minority Groups Branch, WPB |
| L. O. Mellon | — | Training-Within-Industry, WPB |
| Frank Carpenter | — | Training-Within-Industry, WPB |
| W. G. Simon | — | Engineering Training- WPB |
| C. R. Terry | — | Contract Distribution Branch, WPB |
| Eric Blackburn | — | Contract Distribution Branch, WPB |
| Dr. J. G. Anderson | — | National Resources Planning Board |

CLEVELAND AREA
No. 10 - 2/18/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Tenth Labor Supply Committee Meeting
Cleveland - February 18, 1942

TRAINING

Amendment to Report of LSC Meeting Held February 16, With Regard to Vote on "all-out" Training

A resolution was passed by the Fifth Regional Labor Supply Committee supporting the need for "all-out" training as follows: "The Fifth Regional Labor Supply Committee recommends a program of "all-out" training for war industry needs to the Director of the WPB Labor Division, and the Deputy Director of Labor Supply and Training."

During the discussion preceding the action on the resolution the following points were made:

1. Inadequate Use of Training Equipment

The State Labor Supply Officer, USES for Ohio, stated that a recent survey indicated only 43% of the 3,534 machine shop training stations available in the State were being utilized for defense training purposes. This situation, despite 24-hour operation in some communities, was due to the amount of time consumed by normal vocational education programs (Smith-Hughes and George-Deen), adult education classes, regular day classes and idle time.

2. Centralized Control of Defense Training Program

Several members of the Committee stated that divided responsibility for defense training was inefficient and resulted in inadequate utilization of facilities as well as occasional jurisdictional disputes.

3. Alteration of Existing Policy on Training

It was pointed out by several members of the Committee that adoption of the proposed resolution represented a departure from existing policies governing the initiation of defense training classes whereby specific indication of anticipated job openings governs initiation of classes (excepting the four occupational categories with respect to which "all-out" training has to date been authorized.)

A roll call vote was taken on the resolution which was defeated by a vote of 8 to 5 (complete report contained in amendment dated March 20, 1942)

Field Management Division
United States Employment Service
April 3, 1942

TENTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, March 3rd, 1942

Present:

Robert L. Glenn - Labor Relations, WPB
Lt. Col. F. G. Spencer - Liaison Officer, OUSW
Daniel Brown - Labor Division, WPB
John L. Craig - Regional Labor Supply Office
Robert L. Wilcox - Ohio Unit, U.S.E.S.
G. F. Millikin - Cleveland Ordnance District - U.S.Army
Elmer Jones - Cleveland Office, U.S.E.S.
Kirkland Sloper - State Office, NYA
W. F. England - Apprenticeship Unit, Dept. of Labor
Paul Hartman - State Board of Vocational Education
Elizabeth Magee - Women's Bureau, Dept. of Labor
Karl Duldner - Cleveland Office NYA
Eric Blackburn - Contract Distribution Branch, WPB
A. E. Stevenson - Cleveland Industrial Union Council, C.I.O.
L. O. Mellon - Training-Within-Industry, WPB
F. W. Baldau - Regional Labor Supply Office

Also in attendance were representatives of the Akron, Youngstown and Warren, Ohio U.S. Employment Service field offices and Boards of Education.

I. Situations Discussed

1. Report on Company Employing Skilled Workers Beneath Their Skill

A representative of the Cleveland field office, U.S.E.S. presented a report which had been requested at the previous meeting concerning the Cleveland Fisher Body Division of General Motors in which 200 skilled workers were being employed on production work below the highest level of their skill. Verification of this statement had been obtained from the personnel manager of the plant. The request by the Cleveland field office for permission to distribute Occupational Inventory forms was denied. Subsequent arrangements were made with the UAW-CIO local of the plant for distribution of these forms. Only ten completed forms had been returned to the U.S.E.S. office and only one of the workers returning this form had accepted referral to another company. The verified fact that there are 200 workers in various skilled categories employed beneath their skills with this company is especially serious in view of the urgent need for such workers by other plants in the community. One particularly critical situation had been referred to U.S.E.S. by the Cleveland Ordnance District.

Recommendations:

It is recommended by the Liaison Officer, OUSW, that the facts in this situation be referred to him for transmittal to the Cleveland Ordnance District with the suggestion that they attempt to work out an arrangement between the Fisher Body plant and the companies work-

ing on critical war orders who were unable to obtain a sufficient number of skilled workers of the type now employed beneath their skill by Fisher Body.

2. Effect on Akron Labor Market and Training Program Resulting from Expansion of Goodyear Aircraft.

(Note: Persons receiving the information indicated below are cautioned to use discretion in discussing the facts because of the serious problems which would result in the Akron area if uncontrolled dissemination of this information is permitted)

The Akron Council of Administrators met with the Committee to discuss the effect on the labor market and training programs in the Akron area resulting from an order given to the Akron field office, U.S.E.S. for 24,000 workers to be employed within the next year by the Goodyear Aircraft Company. It is indicated that 70% of the persons hired by the company are to be women. Present indications are that the available supply of workers in Akron will be adequate with the exception of a few hundred in the highly skilled categories. While final plans for the recruitment and training of these workers have not been completed, present indications are that preliminary training, principally in aircraft sheet metal and riveting, will be the responsibility of the defense training agencies. This preliminary training period is to be of three to four weeks duration. Upon completion of this "screening" process, advanced training will be taken over by the company and trainees will be paid 50¢ per hour. Redistribution of the utilization of training facilities in Akron will be necessary and a large amount of additional training equipment will be necessary.

Recommendations:

Since no final program which meets the Goodyear Aircraft requirements has been completed by the Akron Council of Administrators, the Committee urged that this be done. Any delaying factors are to be reported to the Area Committee immediately in order that there will be no hindrance in the fulfilling of the requirements. The company's request that the responsibility for the preliminary training program be centralized in one agency, probably the Board of Education, was approved.

State Vocational Educational representatives agreed to expedite the approval of funds for the purchase of additional training equipment. The Committee also recommended that the representative of the U.S. Office of Education on the Regional Labor Supply Committee be advised of the need for expediting the necessary approvals and endeavor to secure the highest possible priority rating for the purchase of training equipment. The recommendation of the Akron field office manager, USES that recruitment of workers in the Akron area by the Atlas Powder Company at Ravenna, Ohio be stopped, was also approved by the Area Committee.

3. Training Needs - Warren, Ohio

The American Welding & Manufacturing Company of Warren, Ohio has indicated the need for the training of 450 vertical boring mill operators and no training equipment is available in Warren or in any other nearby community to handle this problem. The TWI representative was requested to work this out. (A subsequent report from the Cleveland Ordnance District indicated that contract received by the above mentioned company has been cancelled and, therefore, no boring mill hands will be needed)

The above named company and the Taylor-Winfield Company of Warren, Ohio also require 650 arc welder operators and the Warren Board of Education has completed expanded facilities to develop such a training program.

Recommendations:

It was recommended by the Area Committee that the Warren Council of Administrators proceed with their plans for purchasing arc welding equipment to be used in the school training facilities but that both companies be requested to purchase in advance their arc welding equipment and permit the defense training program to utilize it for training purposes. It was also recommended that the adequacy of instructors to instruct in accordance with Army and Navy requirements be determined in order that trainees are competently prepared.

Youngstown - Niles -- Training Needs

Youngstown Steel Car Company located at Niles, Ohio has indicated the need for 250 welders in the near future in addition to which the Niles Welding & Machine Company indicated a need for 210 welders by June. The Niles Board of Education has refused to purchase equipment or in any other way to aid the training needs in this community.

Recommendations:

It was recommended that the Youngstown Board of Education assume the responsibility for the welding training since it has the facilities to adequately handle it. Transportation between Youngstown and Niles represents no problem.

Meeting was adjourned without setting date of next meeting. Since the next meeting of the Regional Labor Supply Committee is to be held on March 23rd it is recommended that the next Cleveland Area Meeting be held on Tuesday, March 31st, 1942.

ELEVENTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, March 17th, 1942

Present:

Marion A. Gregg, Executive Secretary, U.S.E.S.
F. W. Baldau - Regional Labor Supply Officer
Daniel Brown - Labor Division, WPB
G. F. Millikin - Cleveland Ordnance District - U.S. Army
L. O. Mellen - Training-Within-Industry, WPB
A. E. Stevenson - Cleveland Industrial Union Council, CIO
Robert L. Wilcox, Ohio Unit, U.S.E.S.
Mr. Fisher, Labor Division, WPB
Miss M. Cadek - Apprenticeship Section, Dept. of Labor
D. E. Wilson - U.S.E.S. - Cleveland Office
W. D. Westenbarger - U.S.E.S. - Akron Office
Mr. Rhoten - State Dept. of Agriculture

I. Discussions

1. Report on the U.S.E.S. Farm Program for 1942.

The Labor Supply Officer for Ohio gave a detailed outline of the U.S.E.S. farm program for 1942. This program includes the opening of 25 additional county offices to be operated full time, now operating itinerantly. These offices operating full time will not only be of assistance to agricultural employers, but industrial employers as well. In Ohio, two-thirds of the agricultural area is within a reasonable commuting distance to industrial employment. All of these offices are to be opened not later than April 15. In developing a demand factor for workers needed on the farm, a return self-addressed postal card was used, asking two simple questions:

1. I will (or will not) need farm help for 1942

2. I will (or will not) be available for part-time work on a farm during 1942.

This procedure was submitted to U.S.D.A. War Board Committee in executive session. Also, the Labor Supply Committee of the Land Use Planning Committee. Also, to the State Director of Agriculture and his War Board Committee, as well as many leading agriculturists in the State, editors and owners of all the major farm papers and magazines printed in Ohio. This method to determine the demand for farm workers was

MAR 26 1942

approved by all the above mentioned committees and farm representatives. Early returns of these postal cards to our field offices indicate that 65% of the farmers returning the card will need help. These early returns are averaging 20% of the total mailing. The early indicated demand will approximate somewhere between 25,000 and 35,000 workers needed for farm work. A full report from all field offices covering the results of the return postal card program will be mailed to the State Director, March 31st. State tabulation will then be made and forwarded to our Regional office. Farm representatives are being appointed in each field office. The registration of school youth 16 years of age or over, is now in progress. Continuous contacts pointing to close cooperation with all agricultural groups at the local office level are being made. All-out recruiting assistance is being developed to successfully meet the farm employer demand for his workers for the 1942 season.

Action

Committee expressed the feeling that U.S.E.S. is making an all-out effort of assistance to agricultural employers. Request was made that the Committee be kept currently informed of the progress in supplying farm workers. General discussion by the committee members pointed out the importance and responsibility of the U.S.E.S. to agricultural employers.

2. Independent Plant Labor Supply Problems

The following industrial plants working on war production in the northern Ohio area were discussed with respect to their labor problems. These companies were referred to the Labor Supply Committee by Colonel Furman G. Spencer, Liaison Officer of the Office of the Under-Secretary of War in Ohio. Colonel Spencer received this information from reports made direct to the Cleveland Ordnance District.

a. Lear Avia Company - Piqua

This company requires additional supervisory personnel. Recent contact by U.S.E.S. representative did not reveal a need for additional workers. However, expression was made by management that their biggest problem is to get a somewhat smoother flow of materials into the plant. U.S.E.S. will again contact this company as a follow-up of their statements regarding labor supply

problems as recorded in their report to the Clevelant Ordnance District.

b. Cleveland Pressed Steel Company - Cleveland

This company reported a need for skilled machine tool workers. A check with the U.S.E.S. reveals many recent orders have been successfully filled, one order now remaining unfilled for three engine lathe operators. There is some little difficulty in locating qualified applicants for this order. Cleveland U.S.E.S. office expects to fill this order in the near future.

c. Cleveland Graphite Bronze Company - Cleveland

This company reports a shortage of skilled machine tool craftsmen and supervisors. It is true U.S.E.S. is experiencing considerable difficulty in selecting qualified applicants to meet the hiring requirements of this company. However, it was not until March 10 that our Cleveland office received definite orders for tool makers, machinists II, and other machine tool skilled operators. Official contact is being made with this company to further discuss the possiblities of a further job breakdown, up-grading program, and a greater concentration of within-plant training.

d. W. J. Schoenberger Company - Cleveland

Their report to the Cleveland Ordnance District indicates their inability to secure screw machine operators, also tool makers. The order for tool makers was received in our Cleveland office as recently as March 11. Every effort is being made to fill this order. The order for screw machine operator with layout experience is of rather long standing. However, this type of craftsman is less plentiful than any of the other machine tool craftsmen. This company will be contacted in the immediate future to discuss increased within-plant training, up-grading and job breakdown within their plant.

3. <u>Proposed Bomber Assembly Plant - Cleveland</u>

There are fairly definite indications that a bomber assembly plant will be established in Cleveland, employing approximately 20,000 workers. Information indicates this plant may be located in the western section of Greater Cleveland. It is recognized that the labor supply necessary for this plant will be

complicated by the fact that their operations will begin when most of the usual sources of labor supply will have already been absorbed. If so, the necessary workers will no doubt be recruited from the less-used sources such as women, Negroes, over and under aged workers. It is also recognized that bomber assembly will require a great number of workers to be trained in the riveting, aircraft assembly and fabrication of aircraft metals. This matter was immediately referred to the Cleveland Council of Local Administrators to establish and/or increase present training facilities throughout Cleveland, with special emphasis to full utilization of training facilities in the western Cleveland area, as well as all such facilities in Cuyahoga County.

4. Labor Supply Problems - Akron

Due to the need of 24,000 additional workers for the remainder of the year of 1942 by the Goodyear Aircraft Corporation, Akron, Ohio, the labor situation is becoming very serious. This need for additional workers will include some 16,000 women. This will relieve somewhat the seriousness of the labor supply problem in Akron. In addition to this number, some 1,000 skilled and semi-skilled machine tool craftsmen and general foremen and supervisor personnel will be required. The recruiting for these crafts is now under way and no doubt within a short time an attempt will be made to go all-out nation-wide to secure these thousand or more craftsmen. Training of these 24,000 additional workers, of which some 16,000 will be women, is presenting a major problem to the vocational schools and the U.S.E.S. in Akron. The approach to this training problem has been rather successful to date. However, the vocational schools of Akron are forwarding to the State Department of Education, for immediate transmittal to Washington for the approval of the U.S. Department of Education, a requisition covering the expenditure of some $60,000 for training equipment, including alterations and repairs and other necessities to establish complete training facilities. No time should be lost by the appropriate government officials at Washington in expediting approval of this requisition and establishing sufficiently high priority which will permit immediate shipment of these training materials. Goodyear now has in training over 1,000 and will need all the assistance that the local U.S.E.S. office and local schools and the State and Federal representatives charged with defense training can give them. We urgently request continuous and thorough follow-up until this training equipment is received in Akron.

5. Summary of the State-Wide Bi-Monthly Report of Supply and Demand for Trainees.

U.S.E.S. State Supervisor of Defense Training outlined to the Committee in detail the current picture of the training program, especially as it relates to the machine shop training facilities compared with the demand. A brief summary of the machine shop training situation as it now stands in Ohio can be briefly summarized as follows:

a. Available machine shop training stations - 4,000
Persons now in training, pre-employment - 5,000
Persons in supplementary training - 1,700

If complete utilzation of the present 4,000 machine shop training stations in Ohio for pre-employment were used for pre-employment and supplementary Defense training and courses set up on a 24-hour basis, six hour classes per day, length of training approximately 2 months, Ohio could then graduate in six months 72,000 as compared to 13,400 for machine shop training courses under the present schedule.

II. Recommendations

Committee recommends immediate and urgent action be taken by the Regional Labor Supply Committee at their next labor supply meeting. In the meantime, this matter to be called to the attention of the Regional Labor Supply Representative for consideration and necessary follow-through. It is to be noted this report covers two MOST IMPORTANT situations relating to the problems of labor supply which need IMMEDIATE ACTION. One is the greater and, if possible, full utilization of all machine shop training stations in Ohio for Defense training. Second, immediate action necessary to secure prompt approval of the requisition from the Akron Vocational Schools for the purchase of training equipment necessary to train 24,000 men and women for Goodyear Aircraft Corporation. This follow-up to include all necessary action for allowing immediate shipment of this material.

III. Next Meeting

Next meeting scheduled for Tuesday, March 31. Agenda and official announcement of the time and place of the next meeting will be mailed several days prior to the meeting date.

V
CLEVELAND AREA
No. 11 - 3/17/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Eleventh Labor Supply Committee Meeting
Cleveland - March 17, 1942

LABOR RECRUITMENT

Farm Labor Program

The Labor Supply Officer for Ohio gave a detailed outline of the USES farm program for 1942. In developing a demand factor for workers needed on farms, a return self-addressed postal card was used, asking two simple questions regarding the need for farm help and availability for farm work. This method to determine the demand for farm workers was approved by the various farm organizations interested. Early returns indicate that between 25,000 to 35,000 workers will be needed in farm work. Continuous contacts point to close cooperation with all agricultural groups at the local level. All-out recruiting assistance is being developed.

The Committee requested that it be kept currently informed of the progress in supplying farm workers.

Independent Plant Labor Supply Problems

Cleveland Pressed Steel Company reported a need for skilled machine tool workers.

Cleveland Graphite Bronze Company reported a shortage of skilled machine tool craftsmen and supervisors. EB is having difficulty in selecting qualified applicants to meet hiring requirements. Cleveland office did not receive orders for machinists and tool makers until March 10. Contacting company to discuss further job breakdown, upgrading program, and within-plant training.

Lear Avia Company, Piqua, requires additional supervisory personnel.

W. J. Schoenberger Company, Cleveland, in a report to the Cleveland Ordnance District indicate inability to secure screw machine operators, and tool makers. Every effort is being made to fill orders. Company is being contacted to discuss increased within-plant training, upgrading, and job breakdown.

Proposed Bomber Assembly Plant

There are fairly definite indications that a bomber assembly plant will be located in the western section of Greater Cleveland. The plant will probably employ 20,000 workers. The labor supply necessary for this plant will be complicated by reason of the fact that operations will begin when

Proposed Bomber Assembly Plant - Continued

most sources of labor supply have been absorbed, in which event the necessary workers will be recruited from the less-used sources, such as women and Negroes, over and under-aged workers. It is also recognized that a great number of workers will have to be trained. The matter has been referred to the Cleveland Council of Local Administrators to establish and/or increase present training facilities throughout Cleveland with special emphasis on full utilization of training facilities in the Western Cleveland area, as well as all such facilities in Cuyahoga County.

DEFENSE TRAINING

Akron Goodyear Aircraft Corporation

Due to the need for 24,000 additional workers for the remainder of the year 1942, by this company, the labor situation is becoming very serious. This need for additional workers will include some 16,000 women. In addition approximately 1,000 skilled and semi-skilled machine tool craftsmen and general foremen and supervisor personnel will be required. Recruiting for these crafts is now underway, and no doubt, within a short time an attempt will be made to go all-out nation-wide to secure these 1,000 or more craftsmen. Training of these 24,000 additional workers, of which 16,000 will be women, is presenting a major problem to the vocational schools and the USES in Akron. The approach to this training problem has been rather successful to date. However, the vocational schools of Akron are submiting a requisition for approval of the U.S. Department of Education for the expenditure of $60,000 for training equipment. No time should be lost by the appropriate Government officials at Washington in expediting approval of this requisition and establishing sufficiently high priority which will permit immediate shipment of these training materials. Goodyear now has in training over 1,000, and will need all the assistance the local USES office and local schools, as well as interested State and Federal representatives can give them. The Committee earnestly requests continuous and thorough follow-up until this training equipment is received in Akron.

Recommendations

"Committee recommends immediate and urgent action be taken by the Regional Labor Supply Committee at their next labor supply meeting. In the meantime, this matter to be called to the attention of the Regional Labor Supply Representative for consideration and necessary follow-through. It is to be noted this report covers two MOST IMPORTANT situations relating to the problems of labor supply which need IMMEDIATE ACTION. One is the greater, and if possible, full utilization of all machine shop training stations in Ohio for defense training. Second, immediate action necessary to secure prompt approval of the requisition from the Akron Vocational Schools for the purchase of training equipment necessary to train 24,000 men and women for Goodyear Aircraft Corp. This follow-up to include all necessary action for allowing immediate shipment of this material."

Field Management Division
United States Employment Service
April 3, 1942

CINCINNATI AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Wednesday, March 18, 1942

Present:

E. S. Benedict, Executive Secy., Area Labor Supply Committee
Leon C. Schingledecker, Apprenticeship Section, U. S. Dept. of Labor
Paul Mooney, Training Within Industry, Cincinnati
Lt. Colonel Furman G. Spencer, Liaison Officer, OUSW, Region V, Columbus
Walter P. Hildebrand, Training Within Industry, Cincinnati
Delbert Woodford, Ohio Vocational Education Dept., Columbus
Vernon N. Simpson, Training Within Industry, Cincinnati
Dorothy Brown, Newport Office, USES, Newport, Kentucky

I. Discussions

1. The question of allocation of skilled workmen to employers engaged in war production was discussed at length. The problem proposed by the Employment Service is that priority rating on materials is not an adequate basis for the allocation of skilled workers. The supply of skilled workers is evidently much shorter than materials. There are numerous employers with A-1-a rating on materials which creates the difficulty with the Employment Service of determining which one should have prior claim on the dwindling supply of skilled workmen. This emphasizes the need for some labor priority or allocation method which will indicate, perhaps by product, which industry or employer should be served first. The Committee went on record that some method for allocation of labor is highly desirable.

II. Communities

1. Defense Training

a. Springfield

There has been in Springfield a surplus of available trainees for the past four weeks. This includes both displaced workers who have indicated desire to take Defense Training and inexperienced persons.

To increase the seriousness of this situation, the International Harvester Co. of Springfield has recently laid off 1,800 workers. There are no definite plans for recall of these workers. It is reasonable to assume that a considerable number of them will agree to take training for other Defense work. However, idle training facilities in Springfield do not exist for the absorption of any considerable number of trainees.

MAR 25 1942

Arrangements were recently completed with the vocational schools of the city whereby all their facilities were made available for preemployment training from 3 P.M. to 7 A.M., six days per week. There are four 4-hour courses in this period. These courses have been filled without difficulty. In addition, the Robbins & Myers and the National Supply Co. have developed plans for the utilization of their machine shop facilities in Defense training courses. There do not seem to be other industrial facilities available for Defense training courses. The NYA Center is laying plans to operate on an enlarged basis although they are experiencing some delay in securing the transfer of machine shop equipment from other localities to Springfield.

The urgent need in Springfield is for the delivery of $63,000 worth of machine shop training equipment which is on order. Someone must decide whether the training program is to have sufficient priority to secure this amount of equipment or whether the training must be deferred in favor of actual production.

The question of transferring Defense training equipment from other localities to Springfield was discussed. Inasmuch as the training demand in Springfield arises from the displaced workers, there is a question as to whether equipment could logically be transferred here from another area. The present training courses in Springfield will produce trainees in excess of the demand of local industry. Therefore, when other communities are approached for the transfer of equipment, they can very logically take the position that it would be just as well to train in excess of local demand in those communities as to transfer the equipment for the purpose of training an excess supply in Springfield. In other words, excess training, though in the machine shop courses, is just as valuable in one community as another.

b. Dayton

Information was presented to the effect that the Frigidaire Co. at Dayton anticipates an additional layoff of around 4,500 workers between April 1 and April 15. These will be from the refrigeration plant, due to the stoppage of production in domestic refrigeration.

This is in spite of the fact that during February the same company called back about 2,200 workers who had formerly been displaced. These, however, were employed in the new plant for gun production. It is possible that a total of 4,500 may not be reached in the new layoff as it is the policy of the company to transfer as many of these displaced workers as possible to the gun plant before the actual layoff occurs.

This, however, adds to the seriousness of the training situation in Dayton. While demands of local employers are being met, there is a tremendous demand for this training from displaced workers. This demand is far in excess of the capacity of present training facilities.

The Dayton School Board has recently revamped work shops in high schools, other than the Parker Vocational School, to make these shops available for 24-hour training. In these additional schools the equipment is limited both as to variety and number of stations.

The net result is the same as in Springfield, which is a need for additional training equipment. No requisition has been placed by the Dayton School Board for equipment as they consider that they are meeting their responsibilities so long as their training covers the demand of local industry.

c. Hamilton

The displacement situation in Hamilton seems to have passed its serious stage. Layoff of workers at the Estate Stove Co. which was previously reported as 775 workers has materialized only on a partial basis. Practically all of these workers have been employed at least part-time during the last two months.

Ford Co. officials at the Hamilton plant indicate that they will be employing in the near future (possibly two or three months) about 2,500 more than they have ever employed at this plant in the past.

Training by the public schools has been shifted from machine shop to electrical assembly work. Space has been rented and equipment secured for the establishment of such courses. This training is pointed to the needs of General Machine Corporation. The NYA Training Center is the only place where Defense training equipment exists. They are attempting, by transfer of machines from other points, to increase their capacity to 35 stations.

The Champion Paper & Fibre Co. is making available their machine shop equipment for two shifts for the training of workers for National Defense.

d. Cincinnati

Two months ago there was a waiting list of several hundred to be enrolled in the Defense training courses of the Cincinnati metropolitan area. As vacancies have occurred

in various schools and courses, it has been increasingly difficult to secure enrollees to supply these needs. As of March 17, there were current openings in the Defense training courses in the Cincinnati schools for 319 enrollees. The previous excess of enrollees had dwindled to a point where only 120 were immediately available to fill these openings. This leaves 200 openings in the Defense courses as of that date. However, it is anticipated that within a week sufficient trainees will be discovered to fill these openings completely.

It is considered that a definite factor in this decrease of available trainees has been the fading of the possibility of remuneration for taking Defense training.

2. The Ordnance Plant at Kings Mills, Ohio, Warren County, has indicated that they will need 2,800 workers which will be required at the rate of 300 to 350 per month over the next eight months. Sixty per cent of these employees will be female workers.

3. Suggestion was made that the use of posters might be an effective means for recruiting both industrial and agricultural workers. Some have been used in certain areas in Kentucky with comparatively good results. The plan would be to post them on main highways and in stores, service stations, etc., thinking that they might bring forth some hidden skills in persons now lost in agricultural communities. It was felt this suggestion had merit.

III. Utilization of Watchmakers

1. A communication from the State President of the United Horological Association of America was read by the Chairman. This letter disclosed a desire on the part of the members of this association to make a contribution to the war program. Presumably they would need some training in order to become productive.

It was the opinion of the Committee that instruments available for their training would probably exist only at points such as Wright and Patterson Fields. The Chairman was, therefore, directed to communicate with the representative of the U. S. Civil Service Commission at Wright Field to learn of the possibilities for using the services of this group.

IV. Next Meeting

The meeting adjourned awaiting the call of the Secretary.

RECEIVED 1942

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Cincinnati - March 18, 1942

## LABOR DISPLACEMENT

### Lay-off by International Harvester Company, Springfield

The International Harvester Company of Springfield has recently laid off 1,800 workers. There are no definite plans for recall of these workers. It is reasonable to assume that a considerable number of them will agree to take training for other defense work. However, idle training facilities in Springfield do not exist for the absorption of any considerable number of trainees.

## LABOR RECRUITMENT

### Allocation of Skilled Workers to Employers Engaged in War Production

It was pointed out that priority rating on materials is not an adequate basis for the allocation of skilled workers. It is believed that there is need for some labor priority or allocation method which will indicate priority by production, showing which industry or employer should be served first. The Committee went on record that some allocation of labor is highly desirable.

### Use of Posters Suggested in Recruiting Industrial Agricultural Workers

It was reported that posters have been used in certain areas in Kentucky with comparatively good results. The plan would be to put them on main highways, in stores, service stations, etc., toward the end of developing some hidden skills now lost in persons in agricultural communities. The Committee felt that the suggestion had merit.

## DEFENSE TRAINING

### Dayton

The seriousness of training situation in Dayton is increasing. While demands of local employers are being met, there is a tremendous demand of training for displaced workers far in excess of capacity of present training facilities.

The Dayton School Board has recently revamped work shops in high schools other than the Parker Vocational School, to make these shops available for 24-hour training. However, the equipment is limited. The net result is a need for additional training equipment. No requisition has been placed by the Dayton School Board for equipment as they feel that they are meeting their responsibilities so long as their training covers the demand of local industry.

DEFENSE TRAINING

Springfield

For the past four weeks there has been a surplus of available trainees in Springfield including both displaced workers who have indicated a desire to take defense training and inexperienced persons.

To increase the seriousness of the situation, the International Harvester Company of Springfield has recently laid off 1,300 workers. It is reasonable to suppose that a considerable number of them will agree to take training for other defense work since no plans have been made for the recall of these workers. However, there are not available training facilities for any considerable number of trainees. Vocational schools of Springfield have made all of their facilities available for preemployment training from 3:00 p.m. to 7:00 a.m., 6 days per week. There are four 4-hour courses in this period. The Robbins & Myers Company and the National Supply Company have developed plans for utilization of their machine shop facilities in defense training courses. The NYA center is planning operation on an enlarged basis although they are experiencing delay in securing the transfer of machine shop equipment from other localities to Springfield. The urgent need in Springfield is for the delivery of $63,000 worth of machine shop training equipment which is on order. The question of transferring defense training equipment from other localities to Springfield was discussed at length.

Field Management Division
United States Employment Service
April 3, 1942

Cleveland, Ohio
March 20, 1942

To: John J. Corson, Director,
U. S. Employment Service

From: E. L. Keenan, Acting Chairman,
Regional Labor Supply Committee

Subject: Amendment to the Report of the Tenth Meeting of the
Fifth Regional Labor Supply Committee

It has been requested by Stewart Campbell, Regional Director of the National Youth Administration, and concurred in by the Acting Chairman, that an amendment be made to the report of the tenth meeting of the Fifth Regional Labor Supply Committee held February 18 setting forth an account of the discussion and record of the vote on "all-out" training. The amendment follows:

Discussion of Need for All-Out Training

Mr. Campbell proposed that the Regional Committee record in the form of a resolution its support of a program of "all-out" training. The resolution originally introduced provided that a training program of this nature would encompass all groups without discrimination as to sex, race, color, creed or national origin and specifically included the utilization of equipment and facilities for training in woodworking, auto mechanics and hospital aide training. After much discussion the resolution was amended by the sponsor to read:

> "The Fifth Regional Labor Supply Committee recommends a program of all-out training for war industry needs to the Director of the WPB Labor Division and the Deputy Director of Labor Supply and Training."

During the discussion preceding action on the resolution, the following points were made:

(a) Inadequate Use of Training Equipment

The State Labor Supply Officer, USES for Ohio, stated that a recent survey indicated only 43% of the 3,584 machine shop training stations available in the State were being utilized for defense training purposes. This situation, despite 24 hour operation in some communities, was due to the amount of time consumed by normal vocational education programs (Smith-Hughes and George-Dean), adult education classes, regular day classes and idle time.

(b) Centralized Control of Defense Training Program

Several members of the committee stated that divided responsibility for defense training was inefficient and

MAR 25 1942

V
KENTUCKY AREA
3/20/42

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Labor Supply Committee Meeting
## Louisville - March 20, 1942

## LABOR RECRUITMENT

### General Discussion of Recruitment Problems

A report was made on the Employer Conference held in Louisville, March 10, between representatives of large employers of machine operators, the Labor Supply Officer, War Department Liaison Agent, and Defense Contract Representative, the purpose of which was to impress upon employers the realization of the conditions they are facing and will face in the future. It was pointed out that despite the heavy demand for workers in the metal trades in Kentucky, Ohio, and Michigan, wages in Louisville were lower than in other industrial areas while standards remained high, which creates a problem not only of obtaining workers but of keeping them. The point was stressed that the shortage of competent workers will become more acute.

RESULT: Westinghouse Naval Ordnance Plant has since agreed to accept workers over sixty years of age, and persons of lesser skills. Further employer negotiations are to be made on an individual basis. It was decided that there would be no advantage in negotiating transfers of workers since all major machine industries in Louisville are engaged in war production.

### Report on Efforts to Locate Machinists

The ES has made an intensive effort to locate machinists throughout the State. Methods used were: (a) All field offices of the ES were checked to determine if all possible sources of recruiting had been exhausted; (b) Employers of workers in machine shop occupations were contacted for names of former workers, railroad companies were especially cooperative; (c) Public officials, civic organizations, etc. were contacted for any information they might be able to give; (d) The Railroad Retirement Board was requested to furnish names of railroad workers receiving retirement pensions.

RESULT: A potential list of 125 machinists has been obtained and the ES is checking all persons on the list to determine present availability and qualifications.

## MINORITY PROBLEMS

### Discrimination Against Negroes

Recent publicity in Louisville charging discrimination against Negroes by Louisville industries engaged in war production was discussed; also efforts of the ES to obtain Negro workers as evidenced by advertisements in newspapers.

MINORITY PROBLEMS - Continued

Discrimination Against Negroes - Continued

Indication of working enemy agents among Negroes to stir up racial hatred because of purported discrimination was brought up. Policy concerning up-grading of Negroes into occupations in which Negroes are barred from union membership was discussed.

ACTION: The Secretary was requested to discuss with the Regional Committee the problem of up-grading Negroes into occupations in which union membership is barred.

Field Management Division
United States Employment Service
April 8, 1942

KENTUCKY AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE

MARCH 20, 1942

Present:

D. B. Cook, Defense Contract Service, War Production Board
Captain Gayle Hamon, Liaison Agent, War Department
H. H. Hansbrough, Jr., Labor Supply Officer, and Executive Secretary
R. F. Kirk, Apprenticeship Representative, Department of Labor
John W. Smith, Director Division of Training and Reemployment, WPA
Ed H. Terry, Director Division of Youth Personnel, NYA
Harold G. Wilson, Division of Vocational Education
W. H. Fraysure, Director for Kentucky, United States Employment Service
O. A. Bowling, Assistant Manager, United States Employment Service, Louisville
Paul E. Harris, Defense Coordinator Division of Vocational Education, Louisville
James Salyers, State Division of Rehabilitation

A. GENERAL

1. The meeting was called to order at 10 a.m. and the minutes of the last meeting were approved as submitted.

2. The priorities bulletin of February 23 was reviewed by the Secretary with particular emphasis on the policy concerning subcontracting.

3. Report on efforts to locate machinists.

The Employment Service has made an intensive effort to locate machinists throughout the State. Methods used were:

(a) Special representatives checked all field offices of the Employment Service to determine if all possible sources of recruiting had been exhausted.

(b) Employers of workers in machine occupations were contacted for names of former workers who had retired or who were no longer working in the trade. In this connection railroad companies were especially cooperative.

(c) Public officials, civic organizations, etc., were contacted for any information they might be able to give.

(d) The Railroad Retirement Board was requested to furnish names of railroad workers receiving retirement pensions.

RESULTS: A potential list of 125 machinists has been obtained and the Employment Service is checking all persons on the list to determine present availability and qualifications.

4. Employment of Minority Groups.

Points discussed were:

(a) Recent publicity in Louisville charging discrimination against negroes by Louisville industries engaged in war production.

(b) Efforts of the Employment Service to obtain negro workers as evidenced by advertisement in newspaper.

(c) Indication of work of enemy agents among negroes in attempting to stir up racial hatred because of purported discriminations.

(d) Policy concerning up-grading of negroes into occupations in which negroes are barred from union membership.

ACTION TAKEN: The Secretary was requested to discuss with the Regional Committee the problem of up-grading negroes into occupations in which union membership is barred.

B. COMMUNITY SITUATIONS

1. Report of Employer Conference as held in Louisville on March 10 between representatives of large employers of machine operators, the Labor Supply Officer, War Liaison Agent, and Defense Contract Representative. No attempt was made to obtain commitments from the employers. The main purpose of the conference was to impress upon the employers a realization of the conditions which they are facing and will face in the future. It was emphasized that although there was a heavy demand for workers in metal trades in Kentucky, Ohio, and Michigan, wages in Louisville were lower than in other industrial areas while standards remained high. This caused a problem not only of obtaining workers but of keeping them. It was pointed out that workers available at present, while not as well qualified as workers who were available several months ago, were better than could be obtained six months hence because of increasing demands and depletion of supply; further, that while it might be true that wages of machine operators were in conformity with wages in other occupations in Louisville, there was a national shortage in such occupations, and Louisville industries must compete with a national rather than a local market.

RESULTS: Westinghouse Naval Ordnance Plant has since agreed to accept workers over sixty years of age and persons of lesser skills. Further employer negotiations are to be made on an individual basis. It was decided that there would be no advantage in negotiating transfers of workers since all major machine industries in Louisville are engaged in war production.

C. NEW SITUATIONS

1. The Apprenticeship Representative stated that the services of the Apprenticeship Division were now available for assistance in short term training whether in-plant or through educational facilities. The program of regular apprenticeship training will continue but problems of training for war production will be given priority.

2. The Secretary was instructed to write employers using workers in shortage occupations concerning present and future problems and conditions which they are facing and request their cooperation in lowering standards, adjusting wages, diluting jobs, installing in-plant training, employing trainees, utilization of full skills of workers, etc. Information as to services offered by various agencies is to be included.

3. Newspaper Publicity

It was agreed that the committee institute publicity concerning its action in requesting cooperation of employers as outlined above.

4. Layoffs

Owensboro Wagon Company--anticipated layoff referred to Defense Contract Distribution.

Louisville Tin and Stove--contract received enabling this company to retain all except a very few workers.

D. NEXT MEETING

It was decided that future meetings would begin with a luncheon meeting and continue into the afternoon. The next meeting is to be held at 12:15 p.m. on April 10 at a place to be designated later.

HARRY H. HANSBROUGH, JR.
Executive Secretary

WOMEN'S BUREAU
DEPARTMENT OF LABOR

KENTUCKY AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
February 20, 1942

Present:

Cook, D. L., Defense Contract Distribution Division War Production Board, Louisville
Hamon, Lt. A. Gayle, Selective Service System, and War Department, Ky.
Hansbrough, Harry H., Jr., Labor Supply Representative, U.S.E.S. Kentucky, and Acting Chairman
Jeffries, H. H., Veteran's Placement Representative, U.S.E.S. Kentucky
Salyers, Robert K., State Administrator, NYA, Kentucky
Smith, John W., Director Training and Reemployment WPA, Kentucky
Woods, R. H., Director State Division Vocational Education, Kentucky

Several visitors were present including Washington representatives of U. S. Office of Education and Work Projects Administration.

A. GENERAL

1. The minutes of the last meeting were approved.

2. The high points of the recent meeting of the Regional Labor Supply Committee were reviewed by the Executive Secretary.

(a) The proposed revision of the six-point program whereby a worker who was transferred to a defense employer and had received valuable training and become proficient in his job, would not have to return to his former employer until the defense production was completed in order to retain his seniority.

(b) Policy of the government in regard to the employment of aliens--Certification of Army or Navy necessary only in work of secretive nature.

(c) Shortage in agricultural workers--Kentucky is expected to help supply workers for the sugar beet industry in Michigan and Ohio. Contracts for the workers are to be sent to the Employment Service.

(d) Shortage of workers in machine tool industries--There is no possibility of transferring workers to Kentucky during lay off in automobile industry since workers are in demand in areas in which lay offs occur.

(e) Labor priority--Necessity felt for some control because of pirating of workers back and forth to the highest bidder.

(f) Report of discussion of handling labor supply problems in England by Margaret Bondfield--Centralized control for labor recruiting, women in war industries, training programs, transfer of workers between plants, transportation of workers, and housing problems were of particular interest.

(g) Proposed reorganization of the Labor Supply Committees held up pending action on recommendation of the Regional Committee.

3. Priorities Bulletin of February 5 was reviewed by the Secretary. Special attention was called to the estimated need for workers during the next year.

B. COMMUNITY SITUATIONS

1. Louisville

(a) Shortage in Machine Shop Workers. The following action has been taken since the last meeting:

The Employment Service is advertising in daily and weekly newspapers throughout the State asking that all skilled machine operators and machinists report to the nearest employment office.

A sub-committee met with the local machinists union and received assurance of their cooperation in trying to negotiate the release of workers from non-essential industries to war industries. The Union also signified its intention to circulate requests for machinists throughout their locals in the entire United States. Information concerning job openings, rates, and occupational classification has been furnished this Union.

Resolution submitted to the Regional Labor Supply Committee requesting that the War and Navy Departments review production schedules of firms in Louisville area. Reported that the Regional Committee had requested the Army and Navy to make such a survey after a conference of employers has been held in Louisville.

(b) Westinghouse Electric Company (Naval Ordance Plant). This company has indicated a willingness to accept a certain number of trainees with a number of hours training. Westinghouse has a policy of upgrading all workers, and has a training program of their own but not a formal training-within-industry program. The representative from the U. S. Office of Education stated that a regular training-within-industry program would be much more efficient than the job instruction method used by the company.

Action Taken---The Employment Service is to make an analysis of jobs at this plant and submit the specifications to the Vocational Education authorities who will make the necessary adjustments in training. Certain schools in the State are to be earmarked for Westinghouse and training given according to their specifications. Further investigation is to be made concerning possibility of training-in-industry program in this plant.

(c) Employer Conference

A survey made by the Employment Service shows that approximately 2700 skilled and semi-skilled machinists and machine operators in Louisville are not on 100% defense production. Also, the wage rate in Louisville

(c) Employer Conference (continued)

is less than in other areas. Information was lacking as to the percentage of war production of the various companies.

Action Taken---Employer conference to be called with representatives of Employment Service, Defense Contract Service and War Department present. The Louisville Board of Trade is to be requested to sponsor the meeting and the Defense Contract Service is asked to assist in the organization of the conference. The War Liaison agent will work with the Employment Service in contacting prime contractors to determine the sub-contractors in an effort to obtain information as to the percentage of war production of the various Louisville industries.

2. Lexington

(a) Training Program for Signal Corps Depot--The Employment Service Representative reported that the Vocational Education authorities had been called upon to train approximately 1000 a month for work in radio communication and that recruiting of trainees was to be done by the Employment Service. Training is to be given in several points throughout the State.

(b) Army Encampments--Construction to begin shortly on Army encampment between Hopkinsville, Kentucky and Clarksville, Tennessee. A similar encampment at Morganfield is still in process of planning. Munitions Dump is to be constructed near Richmond. Various agricultural agencies are helping in the problems of resettlement of farmers. Housing problem for construction workers being watched closely.

C. NEW SITUATIONS

1. National Colortype Company at Newport---Anticipated lay off of workers to be referred to Defense Contract Service at Cincinnati.

D. NEXT MEETING

1. Friday, March 13, designated as the next meeting date of the Committee. Meeting to be held at the office of the Employment Service in Louisville at 10 a. m.

Labor Union Contact Committee, composed of representatives of Apprenticeship Unit, Labor Relations Division of Employment Service, and the Manager of the Louisville Employment Service office is continued.

Meeting adjourned at 1 p. m.

R. H. Hansbrough, Jr.
Executive Secretary

Schafer

TWELFTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, April 7, 1942

Present:

Marion A. Gregg, Chairman - Labor Supply Officer, USES
Frank W. Baldau, Regional Labor Supply Officer, USES
Louis L. Friedland, Regional Office, USES
A. E. Stevenson, Cleveland Industrial Union Council, CIO
J. L. Littleton, War Production Board, Cleveland
John E. Morley, Regional Supervisor, Apprenticeship Section, U. S. Dept. of Labor
W. E. Loomis, Senior Defense Training Representative, Washington
Walter G. Rhoten, State Dept. Division Vocational Training for Defense Workers
Delbert Woodford, State Dept. Division Vocational Training for Defense Workers
G. F. Millikin, Cleveland Ordnance District, U. S. Army
D. E. Wilson, Cleveland Field Office, USES
Miss Elizabeth Magee, Executive Secretary, Women's Bureau, Dept. of Labor
Lowell O. Mellen, Asst. Repr., Labor Division, War Production Board, Training-within-Industry
Colonel Furman G. Spencer, Liaison Officer, Region V, OUSW

I. Discussions:

1. Training needs - Akron

A current requisition from the Goodyear Aircraft Corporation to the Akron USES office calls for 24,000 additional workers during the year of 1942. Seventy percent, approximately 16,000 selected, are to be women. The entire 24,000 will require training in the fabrication of aircraft metals and riveting. Training is of about four weeks duration and after graduation the trainees will continue training while employed by the Goodyear Aircraft Corporation on a production-learner training basis. The following induction schedule has been established:

| | |
|---|---|
| 1,000 | March |
| 1,000 | April |
| 2,000 | May |
| 2,000 | June |
| 3,000 | July |
| 2,500 | Per mo. for the following 6 mos. |

24,000 total trainees needed

(The 1,000 each for March and April were and are being trained through the training facilities of the Goodyear Aircraft Corporation.)

APR 13 1942

It is mandatory that the Akron schools be in a position to train the greater portion of the required number of trainees for the balance of the year beginning in May, the number required for that month being 2,000. In order for the schools to meet this training demand it is necessary that immediate action be taken on the following matters:

1. Immediate approval of the requisition requesting necessary funds for the purchase of equipment and alterations. This requisition, VE-ND Form E, for $56,253.60, was approved by the State Department of Education on March 28, 1942, and immediately forwarded to Washington for approval.

2. Priority rating (A-1-A) be given to warrant immediate shipment of the needed equipment.

Recommendations:

It was recommended by the Area Committee that the Regional office phone proper officials in Washington immediately requesting prompt attention and approval of this requisition and sufficient priority rating be established for allowing immediate shipment of the training materials.

Immediately after the meeting, Mr. Walter E. Loomis called Lt. Colonel N. A. Burnell regarding this matter. The Committee cannot stress too strongly the importance of this matter.

2. Training needs - Cleveland (Cuyahoga County)

The need for additional time for training pre-employment VE-ND Machine Shop courses is developing very rapidly in this area. In fact, this need is now in a critical stage. The demands for trainees by Cleveland industries are increasing to such proportions that the present capacity of the schools now conducting pre-employment training courses cannot hope to meet these demands even though all equipment would be available for maximum pre-employment training purposes. Immediate action must be taken for the expansion of VE-ND courses permitting full use of all Machine Shop training equipment twenty-four hours per day. Justification for this request can be clearly seen in the following tabulation:

PRE-EMPLOYMENT MACHINE SHOP TRAINING - CLEVELAND
MARCH to AUGUST, 1942 (Inclusive)

| Course | Total to be Trained - Present Facilities | Total Demand | Shortage |
|---|---|---|---|
| Machine Shop | 4,046 | 10,951 | 6,905 |

Recommendations:

The Area Committee recommends that the Secretary immediately submit the following proposals to the Chairman of the Regional Labor Supply Committee:

1- Whereas, an analysis of the current report of supply and demand for Machine Shop trainees shows a definite shortage of Machine Shop training facilities in the Cleveland area, and the current demand figures show 6,905 additional persons should receive Machine Shop training between now and August, 1942.

2- Whereas, this increased demand is in addition to the training of some 20,000 for the proposed Bomber Assembly plant in the Cleveland area. Therefore, immediate action is necessary if we are to meet the demands of employers with war contracts.

3- The Committee recommends a meeting in the immediate future be called to discuss the additional training needs and the following are suggestions made by the Committee for this proposed meeting:

a) A letter with joint signatures of the Chairman of the Regional Labor Supply Committee and the Director of the State Dept. of Education inviting the school superintendents, principals, and vocational directors of all schools in Cuyahoga County to attend this proposed meeting to discuss the immediate need of expanding the present training facilities in Cuyahoga County.

b) That this letter of invitation be also sent to the State Council of Administrators and representatives of the local Council of Administrators, and, also the chairman of each of the school boards in Cuyahoga County.

c) This meeting will be set up for the purpose of discussing the over-all training situation in Cuyahoga County, with emphasis on the seriousness of immediate expansion of the present training program and facilities.

d) Immediately following such a meeting, individual contacts be made with each of the schools in the county for the purpose of expediting additional training programs, schedules, and facilities.

3. USES Farm Program - Ohio

At the March 17 meeting, the Labor Supply Officer for Ohio outlined in detail the USES Farm Program for 1942. This discussion included the use of the return self-addressed postal card in order to determine the demand for farm workers during the 1942 season. The following results cover the tabulation of the cards returned during the three-week period after mailing from March 11 to March 30, inclusive:

| | | |
|---|---|---|
| 1- | Number of ES-344 cards mailed | 244,996 |
| 2- | Number of cards returned | 60,203 |
| | a. 24.6% of the cards mailed | |
| 3- | Number of farmers requesting workers | 19,672 |
| | a. 32.7% of the cards returned requested one or more workers for the 1942 season. | |
| 4- | Number of farmers who will be available whole or part-time for work | 3,542 |

The USES has been receiving very favorable comment from the tomato canners throughout the State to the effect that the use of the return postcard has assisted these canning companies in securing additional acreage for the year of 1942.

This card procedure is also meeting with a great deal of favor with the farmers who state they are now beginning to feel that the Federal Government is making an all-out effort to be of assistance in meeting their demand for farm workers during the 1942 season. Special comment was the commendatory letter received from the H. J. Heinz Company, Bowling Green, Ohio, which stated that the assistance of the USES to date had been of great value in helping their company secure the required acreage for tomatoes. This company will this season use 2,000 seasonable factory workers at their Bowling Green plant.

II. Next Meeting

The next meeting of the Cleveland Area Labor Supply Committee is tentatively set for Tuesday, 10 a.m., April 28, 1942. Agenda for this meeting will be forwarded as quickly as possible.

V
Cleveland Area
No. 12 - 4/7/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Twelfth Labor Supply Committee Meeting
Cleveland - April 7, 1942

LABOR BUREAU

## LABOR RECRUITMENT

### USES Farm Program - Ohio

Self-addressed postal cards used to determine the demand for farm workers during the 1942 season had been returned during the three-week period after mailing, March 11 to March 30, inclusive:

| | | |
|---|---|---|
| 1. | Number of ES-344 cards mailed | 244,996 |
| 2. | Number of cards returned<br>a. 24.6% of the cards mailed | 60,203 |
| 3. | Number of farmers requesting workers<br>a. 32.7% of the cards returned requested one or more workers for the 1942 season. | 19,672 |
| 4. | Number of farmers who will be available whole or part-time for work | 3,542 |

USES has received favorable comment from tomato canners on the use of the cards. The card procedure is also meeting with favor with farmers who now feel that the Federal Government is making an all-out effort to assist them in meeting their demands for farm workers. The H. J. Heinz Co., Bowling Green, Ohio, stated that the assistance of the USES to date has been a great value in helping their company secure the required acreage for tomatoes. This company will use 2,000 seasonable factory workers at their Bowling Green plant.

## DEFENSE TRAINING

### Training Needs - Akron - Goodyear Aircraft Corporation

A current requisition from the Goodyear Aircraft Corporation to the Akron USES office calls for 24,000 additional workers during the year of 1942. Seventy percent, approximately 16,000 selected, are to be women. The entire 24,000 will require training in the fabrication of aircraft metals and riveting. Training is of about four weeks duration and after graduation the trainees will continue training while employed by the Goodyear Aircraft Corporation on a production-learner training basis. The following induction schedule has been established:

DEFENSE TRAINING - Continued

Training Needs - Akron - Goodyear Aircraft Corp. - Continued

| | |
|---|---|
| 1,000 | March |
| 1,000 | April |
| 2,000 | May |
| 2,000 | June |
| 3,000 | July |
| 2,500 | Per mo. for the following 6 mos. |
| 24,000 | total trainees needed |

(the 1,000 each for March and April were and are being trained through the training facilities of the Goodyear Aircraft Corporation.)

It is mandatory that the Akron schools be in a position to train the greater portion of the required number of trainees for the balance of the year beginning in May, the number required for that month being 2,000. In order for the schools to meet this training demand it is necessary that immediate action be taken on the following matters:

1. Immediate approval of the requisition requesting necessary funds for the purchase of equipment and alterations. This requisition, VE-ND Form E, for $56,253.60, was approved by the State Department of Education on March 28, 1942, and immediately forwarded to Washington for approval.

2. Priority rating (A-1-A) be given to warrant immediate shipment of the needed equipment.

Recommendations:

It was recommended by the Area Committee that the Regional Office phone proper officials in Washington immediately requesting prompt attention and approval of this requisition and sufficient priority rating be established for allowing immediate shipment of the training materials.

Immediately after the meeting, Mr. Walter E. Loomis called Lt. Colonel N. A. Burnell regarding this matter. The Committee cannot stress too strongly the importance of this matter.

Training Needs - Cleveland (Cuyahoga County)

The need for additional time for training pre-employment VE-ND Machine Shop courses is developing very rapidly in this area. In fact, this need is now in a critical stage. The demands for trainees by Cleveland industries are increasing to such proportions that the present capacity of the schools now conducting pre-employment training courses cannot hope to

DEFENSE TRAINING - Continued

Training Needs - Cleveland (Cuyahoga County) - Continued

meet these demands even though all equipment would be available for maximum pre-employment training purposes. Immediate action must be taken for the expansion of VE-ND courses permitting full use of all Machine Shop training equipment twenty-four hours per day. Justification for this request can be clearly seen in the following tabulation:

PRE-EMPLOYMENT MACHINE SHOP TRAINING - CLEVELAND
MARCH to AUGUST, 1942 (Inclusive)

| Course | Total to be Trained Present Facilities | Total Demand | Shortage |
|---|---|---|---|
| Machine Shop | 4,046 | 10,951 | 6,905 |

Recommendations:

The Area Committee recommends that the Secretary immediately submit the following proposals to the Chairman of the Regional LSC:

1. Whereas, an analysis of the current report of supply and demand for Machine Shop trainees shows a definite shortage of Machine Shop training facilities in the Cleveland area, and the current demand figures show 6,905 additional persons should receive Machine Shop training between now and August, 1942.
2. Whereas, this increased demand is in addition to the training of some 20,000 for the proposed Bomber Assembly plant in the Cleveland area. Therefore, immediate action is necessary if we are to meet the demands of employers with war contracts.
3. The Committee recommends a meeting in the immediate future be called to discuss the additional training needs and the following are suggestions made by the Committee for this proposed meeting:
    a. A letter with joint signatures of the Chairman of the Regional LSC and the Director of the State Department of Education inviting the school superintendents, principals, and vocational directors of all schools in Cuyhoga County to attend this proposed meeting to discuss the immediate need of expanding the present training facilities in Cuyahoga County.
    b. That this letter of invitation be also sent to the State Council of Administrators and representatives of the local Council of Administrators, and, also the chairman of each of the school boards in Cuyahoga County.

DEFENSE TRAINING - Continued

Training Needs - Cleveland (Cuyahoga County) - Continued

c. This meeting will be set up for the purpose of discussing the over-all training situation in Cuyahoga County, with emphasis on the seriousness of immediate expansion of the present training program and facilities.

d. Immediately following such a meeting, individual contacts be made with each of the schools in the county for the purpose of expediting additional training programs, schedules, and facilities.

Field Management Division
United States Employment Service
April 18, 1942

CINCINNATI AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Wednesday, April 15, 1942

Present:

E. S. Benedict, Executive Secy., Area Labor Supply Committee, USES
Leon C. Schingledecker, Apprenticeship Section, U.S. Dept. of Labor
D. C. Whelan, Mgr., 6th U. S. Civil Service Dist., Cincinnati
Guy Moffett, Rep. of Executive Office of The President
William Levy, Vocational Training for Defense Workers, State Dept. of Education
Mr. Richmond, Training Within Industry, Cincinnati
L. H. Taylor, Training Within Industry, Cincinnati
Walter P. Hildebrand, Training Within Industry, Cincinnati
Thomas Grace, Contract Distribution, Cincinnati

The minutes of the meeting held on March 18 were approved as submitted.

I. Discussions

1. Full utilization of local labor supply

USES Bulletin B-18 was discussed.

The outstanding problem in utilization of local labor supply seemed to be the unwillingness of employers to hire Negro workers. This seems to be true with Negro trainees as well as those who have not taken training courses. Mr. Moffett commented that he had learned since he had been in Cincinnati that employers were not absorbing the Negroes. Mr. Hildebrand of TWI confirmed this practice. It was related that organized labor makes some contribution to this situation inasmuch as many unions bar Negroes from membership. In many cases Negroes are not accepting jobs offered but are demanding employment in positions where Negroes have never worked before. It was stated that some employers were beginning to hire women before absorbing eligible Negro workers. It was related also that there is not yet any extensive utilization of the displaced workers from distributive trades. This is partly due to sales persons not being willing to accept factory work as yet.

It was recognized that there is a basic social problem involved in employment of some minority groups when you consider the facilities for feeding the employees, social functions of employees, and sanitary facilities. It was indicated that in some sections of the country entire plants were being manned by minority groups such as Negroes.

APR 22 1942

2. Farm Program

Inasmuch as a detailed outline of the Employment Service surveys of the agricultural program was given at the last area meeting on March 18, it was not repeated at this meeting.

In the discussion of the transfer of WPA workers from areas such as Portsmouth and contiguous territory to centers like Cincinnati for training purposes, it was the opinion of the committee that many complications would arise which would be very unsatisfactory from a community standpoint.

For example, while present reports indicate 400 idle training stations in the Cincinnati Defense courses, the advisability of bringing trainees from Portsmouth to fill these stations was questioned. The fact remains at the moment that there is an unemployment problem in Cincinnati, particularly, in the unskilled group of workers. They are not accepting assignment to the Defense Training schools for various reasons, which will be enumerated later, but the fact remains they are still in the open labor market.

There would undoubtedly be unfavorable reaction if WPA workers from the more rural areas were imported for training and were then accepted for employment by Cincinnati employers in preference to workers resident in Cincinnati and presently unemployed.

A counter proposal of the committee was made which took the form of a recommendation, duly seconded and carried.

Recommendation

The committee recommended that a program be initiated by the proper authorities looking toward the development of an agricultural training program somewhat to the same extent and on the same principles as has been operating in the National Defense industrial training program.

Suggestions bearing upon this recommendation were that it might be possible for WPA, particularly in areas in and around Portsmouth, to conduct "in-plant" training on farms after the fashion that they have been conducting in-plant training in the factories. Another suggestion for the conduct of an agricultural training program was that unoccupied CCC camps might be used as training centers where instructors, equipment, and trainees could be concentrated, looking toward the long time program of orienting urban and inexperienced youth to farm occupations. It was pointed out to the committee that a training program of this sort was

favored by agricultural leaders in the State and was suggested by them some two months ago. The chairman stated that he had attended a meeting with the Director of Agriculture for the State, the President of the Farm Bureau, the President of the Grange, Dean of the Department of Agriculture at Ohio State University, Editor of the Ohio Farmer, and other persons representative of leading farm organizations where a need was expressed for just such a program.

It is recognized that very little benefit would be derived from it for the present agricultural season, but the need is going to be just as great or greater in 1943 and ensuing years as the armed forces and industries continue to absorb more of the potential workers.

II. Defense Training

1. Portsmouth

The situation in Portsmouth as to the utilization of school and NYA facilities was related by Mr. Levy of the State Department of Education. The situation seems to revolve around whether the NYA facilities could be made available to the school authorities for VE-ND training or whether they should continue to expand the training within their own age groups. The Wheeling Steel Corporation expects to receive a contract in the near future for war production. They now have 500 or more displaced workers who, according to their union contract, must be recalled before the company hires new workers. The nature of the war contract will be such that practically all of these workers will need training in other basic operations before they can be employed on the new work. School facilities are now utilized 100% with trainable youth and some displaced workers.

The schools and the Employment Service are of the opinion that the NYA facilities should be utilized in training the displaced workers for immediate reemployment.

NYA officials, operating within their established regulations, maintain that there is still a considerable number of eligible youth, both boys and girls, within their age limit who should be trained and should have the first claim upon these facilities. Because of their regulations, they are proposing to fill their school with boys, where possible, and girls to the extent necessary. However, there is not at the present time any demand for female trainees in local industry. The committee takes the position that we recognize the existing regulations of NYA to provide for their own age group, but provision should be made to meet the immediate needs of the war program by alteration of

individual organization regulations which do not provide for maximum advancement of the total war effort. In other words, it is considered necessary that some method should be developed by which the displaced workers could be trained in preference to women because the displaced men will be immediately rehired in war production.

2. Springfield

It was reported by Mr. Levy of the State Vocational Education Department that additional training equipment has been purchased for the Springfield schools and it was to be delivered before July 1. This equipment covers only part of the total requisition placed by the School Board. If this equipment actually arrives, it will alleviate a very serious situation in Springfield due to the layoff at International Harvester. However, the displaced workers placed in training on this equipment would exceed the local demand.

3. Cincinnati

It was reported by the Employment Service that there are at present 400 idle stations in the Defense Training courses in Greater Cincinnati. A month ago these idle stations were reported at 200. The first of the year there was a surplus of available trainees at the employment office of 600. The decline in available trainees is due to several factors, two of which are quite significant. When the possibility vanished that displaced workers taking training would receive unemployment benefits, the response to training courses dwindled rapidly. Another factor is that Negroes do not respond to solicitation for the training because they state employers will not hire them in the occupations for which training is given. A third reason, given by union representatives, is that workers displaced from the General Motors plants are discriminated against by other employers in this area and therefore there is no reason for their taking the training. This, of course, is a short-sighted view because training will most certainly improve their worth in any situation. Occupational instruction will never come amiss. However, it is difficult to persuade these workers to take the training for training's sake.

It was pointed out that the demand for machine shop trainees had jumped from 2866 in the Cincinnati area in the last Bi-monthly Report of the Employment Service up to 11,404 at the present time. These demand figures are projected over a six months' period. In face of this, the machine shop training facilities in Cincinnati schools are operating only 52% of maximum time (168 hours). It should be acknowledged at this point that machine shop training in the Cincinnati area has been expanded during the last three months from 39% of capacity to 52% of capacity.

This is an extremely serious situation in light of the anticipated expansion at Crosley Corporation of 8,000 additional workers and the addition of 10,000 more at the Wright Aeronautical plant over and above the original 14,000. With these demands there is bound to develop an increased need for trainees. There is just now beginning to develop a demand for women trainees, but this is not due to the total exhaustion of male workers. Conditions indicated above would point to the fact that employers are beginning to hire women rather than some of the displaced workers.

Information was given to the committee that present indications are that the General Motors Company is not planning to utilize their Cincinnati and Norwood plants in war production.

There is the possibility of moving Middletown trainees to Cincinnati for training. However, this presents problems indicated previously of importing trainees when there are still great numbers of unemployed displaced workers in Cincinnati. It also involves the problem of transportation and housing. The transportation can be provided by the school authorities under present regulations, if it is eventually determined that we should train in Cincinnati for Middletown employers.

4. Middletown

There are no machine shop training facilities in this area. An offer has been made by the Aeronca Company, which will have the greatest need, to loan a new shipment of lathes and milling machines which are expected to arrive July 1 to the vocational schools for training purposes until a new company building is completed. This hardly seems a practical solution inasmuch as it would involve the rental of space and installation costs in a temporary building and the maximum period for which the company would loan the equipment would be about three months.

Recommendation

The committee recommends to the Regional Committee that necessary action be initiated to transfer machine shop training equipment from Columbus, Ohio, to the Middletown schools.

The equipment in Columbus has been purchased from Defense funds and the title rests in the State Department of Vocational Education. The equipment is not idle in Columbus, but the training done on this equipment is surplus to local industrial needs. With the extreme shortage of facilities existing in Middletown and the extensive demand by employers, it is considered more practical to transfer the equipment to a point where trainees and demand exist than to retain the equipment in its present location where training is being done for out-of-area employment.

There is a great demand for training of aircraft sheet metal, woodworking, and assembly workers in the Middletown area but no facilities for such training exist at this point. If suitable quarters are secured by the school officials, the Aeronca Company will loan an airplane and airplane parts to be used for training purposes. On the other hand, there are ample facilities for training in these occupations either in Dayton or Cincinnati if Middletown applicants could be transported to either point.

III. Community Problems

1. Dayton

Information was presented to the committee to the effect that the over-all picture for the General Motors plants in Dayton indicated increased layoff within the next month of 2,000 to 3,000. However, between June and September, 1942, it is anticipated there will be marked reemployment and by September, 1943, present plans indicate that 11,000 more will be hired than are working at the present time in all their Dayton plants.

Of course, there is the added demand in the Dayton area of Wright and Patterson fields. Various reports indicate the requirements of these two points somewhere from 15,000 to 30,000. Extremely serious conditions exist in the Dayton area relative to transportation and housing. These matters have been presented, through proper channels, by the agencies responsible for handling these programs. The committee wishes to emphasize the fact that these conditions are definitely affecting the ability of the Employment Service to furnish manpower to employers in this area.

2. Springfield

The committee was informed concerning the meeting held with labor and management groups in Springfield on April 9. The purpose of these meetings was to convey information concerning the present employment picture there. In the last four months there have been displacements in Springfield to the extent of about 4,500. The Buckeye Bumper Company and the International Harvester Company are the two concerns giving rise to most of this displacement.

We are unable to learn of any proposed war production to be placed in either of these plants. Concerning the International Harvester plant, we have checked with Chicago officials of the company, with War Production Board and Procurement Departments of the Army and Navy.

The net result seems to be there will be a residue of about 3,000 displaced workers in Springfield who will be required to seek employment elsewhere. Anticipated expansion in other

Springfield plants will account for only about 1,500 workers. This pool is constituted largely of unskilled assembly and production workers, most of whom will need training in order to be employable anywhere in the war effort.

The committee was informed that closing down of the Springfield plant of the International Harvester Company would leave vacant about 1,500,000 square feet of floor space. In addition, there are 8 other plants of varying size in Springfield which are not presently operating. Some of these have been closed down for a period of two or three years and others have ceased operations recently due to curtailment of consumer production.

Recommendation

In face of the fact that there is a pool of unemployed workers and tremendous floor space existing in this locality, the committee recommends a re-survey of Springfield by the various procurement agencies and the Contract Distribution Service for the purpose of bringing war contracts into this city rather than building new plants and placing machinery and equipment in these plants.

Some of the plants in question are, in addition to the International Harvester Company:

American Radiator Plant
West End Malleable Foundry
Buckeye Bumper Company
French & Hecht Company
Springfield Spring Works
O. S. Kelly Company
Foos Gas Engine Company

The chairman of the committee is contacting the field employment office manager next week for the purpose of securing more complete information on this situation for forwarding to the proper authorities.

3. General

The chairman made a quick summary of the worker demand facing industry and the Employment Service in southern Ohio, as follows:

The Crosley Corporation at Cincinnati will be requiring 8,000 to 10,000 workers beyond former schedules.

The Wright Aeronautical Plant at Cincinnati will probably require additional workers to the extent of 10,000 to 25,000.

Dayton General Motors Plants only will be requiring 11,000 over and above present operations.

Wright and Patterson Fields at Dayton will be requiring 15,000 to 30,000.

Curtiss-Wright Plant at Columbus will be requiring 8,000 more than the original schedule or about 15,000 above their present employment.

There is a new Bomber Base being constructed just south of Columbus.

A new Arms Plant is anticipated for southeastern Ross County.

Under construction is a Chemical Plant at South Point, Ohio, which will employ about 2,500 in production.

A new Propeller Plant is proposed for Marietta.

In addition to these, the West Virginia Ordnance Plant at Point Pleasant, West Virginia, with a maximum production employment of about 8,000, will draw heavily on southern and southeastern Ohio workmen.

This does not include demands of the new Munitions Plant now under construction at Marion, Ohio, and another one proposed near Kenton, Ohio.

IV. Next Meeting

The meeting adjourned at 4:30 p.m. to the tentative date of May 13, 1942. Should conditions warrant earlier convening, the chairman will advise the members accordingly.

* * * * * * * *

RECEIVED
APR 18 1942
FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
REGION #5
Cleveland, Ohio

LABOR BUREAU
APR 30 1942
DEPARTMENT OF LABOR

Cincinnati
April 15, 1942

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Labor Supply Committee Meeting
Cincinnati - April 15, 1942

LABOR RECRUITMENT

Worker Demand Facing Industry and the ES in Southern Ohio

The Chairman made a quick summary as follows: (1) The Crosley Corp. at Cincinnati will be requiring 8,000 to 10,000 workers beyond former schedules. (2) The Wright Aeronautical Plant at Cincinnati will probably require additional workers to the extent of 10,000 to 25,000. (3) Dayton General Motors Plants only will be requiring 11,000 over and above present operations. Wright and Patterson fields at Dayton will be requiring 15,000 to 30,000. Curtiss-Wright Plant at Columbus will be requiring 8,000 more than the original schedule or about 15,000 above their present employment. There is a new Bomber Base being constructed just south of Columbus. A new Arms Plant is anticipated for southeastern Ross County. Under construction is a Chemical Plant at South Point, Ohio, which will employ about 2,500 in production. A new Propeller Plant is proposed for Marietta. In addition to these, the West Virginia Ordnance Plant at Point Pleasant, West Virginia, with a maximum production employment of about 8,000, will draw heavily on southern and southeastern Ohio workmen. This does not include demands of the new Munitions Plant now under construction at Marion, Ohio, and another one proposed near Kenton, Ohio.

DEFENSE TRAINING

Farm Program

Discussion of the transfer of WPA workers from areas such as Portsmouth and contiguous territory to centers like Cincinnati for training purposes developed the opinion of the Committee that many complications would arise and would be unsatisfactory from a community standpoint. There would undoubtedly be unfavorable reaction if WPA workers from more rural areas were imported for training and accepted for employment by Cincinnati employers in preference to workers resident in Cincinnati and presently unemployed.

Recommendation was made and carried that a program be initiated toward the development of an agricultural training program similar to the one operating in the National Defense industrial training program. It was suggested that in-plant training on farms could be conducted in the same fashion as in-plant training in factories. Another suggestion for the conduct of an agricultural training program was that unemployed CCC camps be used as training centers, looking toward the long time program of orienting urban and inexperienced youth to farm occupations. A training program of this sort was suggested by agricultural leaders two months ago. The Chairman stated that he attended a meeting of leading farm organizations where the need for just such a program was discussed. It is recognized that the benefit which would be derived from such a plan in 1943 and ensuing years would be greater than results realized during the present season.

DEFENSE TRAINING

Portsmouth

The problem involved seems to be whether NYA facilities could be made available to school authorities for VEIDT or whether they should continue to expand the training of their own age groups. The Wheeling Steel Corporation anticipates a contract in the near future. They now have 500 or more displaced workers who, according to their union contract, must be recalled before the company hires new workers. Practically all of these will require training before they can be employed on new work. School facilities are now utilized 100% with trainable youth and some displaced workers. The Schools and ES are of the opinion that NYA facilities should be utilized in training displaced workers for immediate reemployment. NYA officials maintain that there is still a considerable number of eligible youth, both boys and girls, who should be trained and have first claim on these facilities. The Committee takes the position that existing regulations of NYA to provide for their own age groups should be recognized but some method should be developed by which displaced workers could be trained in preference to women because the displaced men will be immediately rehired in war production.

Cincinnati

ES reports that there are at present 400 idle stations in Defense Training courses in Greater Cincinnati. A decline in available trainees is due to several factors: (1) Lack of unemployment benefits paid; (2) No response from Negroes; (3) Discrimination against workers displaced from General Motors plants.

Demand for machine shop trainees has jumped from 2,866 in the Cincinnati area to 11,404, according to bi-monthly report of ES. In face of this, the machine shop training facilities in Cincinnati schools are operating only 52% of maximum time. This is regarded as an extremely serious situation in light of the anticipated expansion at Crosley Corp. of 8,000 additional workers and 10,000 more at the Wright Aeronautical plant. With these demands there is bound to develop an increased need for trainees. Demand for women trainees is beginning to develop which is not due to the total exhaustion of male workers. Employers are beginning to hire women rather than some of the displaced workers. Present indications are that the General Motors Co. is not planning to utilize their Cincinnati and Norwood plants in war production. There is the possibility of moving Middletown trainees to Cincinnati for training. However, this presents the problem of importing trainees when there are still great numbers of unemployed displaced workers in Cincinnati, also the problem of transportation and housing. However, transportation can be provided by school authorities if it is decided to train in Cincinnati for Middletown employers.

DEFENSE TRAINING - Continued

Middletown

There are no machine shop training facilities in this area. The Aeronca Company has offered the loan of lathes and milling machines, expected to arrive July 1, to the vocational schools for training purposes until the new company building is completed. This is hardly a practical solution as it will involve the rental of space and installation costs for the maximum period of about three months.

The Committee recommends to the Regional Committee that necessary action be initiated to transfer machine shop training equipment from Columbus to Middletown schools. The equipment in Columbus was purchased with Defense funds and title rests with the State Department of Vocational Education. It is considered more practical to transfer the equipment to a point where trainees and demand exists than to retain it in its present location for training for out-of-area employment.

There is a great demand for training aircraft sheet metal, wood-working, and assembly workers in the Middletown area but no facilities for such training exist at this point. If suitable quarters are secured by the school officials, the Aeronca Company will loan an airplane and airplane parts to be used for training purposes. On the other hand, there are ample facilities for training in these occupations either in Dayton or Cincinnati if Middletown applicants could be transported to either point.

MINORITY PROBLEMS

Full Utilization of Local Labor Supply

The outstanding problem seems to be the unwillingness of employers to hire Negro workers. This seems to be true also of trainees. It was stated that organized labor adds to the situation by barring Negroes from membership. In many cases Negroes are not accepting jobs offered, but are demanding employment in jobs where Negroes have never worked before. It was stated that some employers are hiring women in preference to taking on eligible Negroes. There is not yet an extensive utilization of the displaced workers from distributive trades, which is partly due to sales persons being unwilling to accept factory work as yet. It was pointed out that a social problem is involved with regard to feeding facilities, social functions of employees and sanitary facilities. It was mentioned that in some sections of the country entire plants are being manned by minority groups such as Negroes.

CONTRACT DISTRIBUTION

Available Unemployed Workers and Floor Space in Springfield

The net result of labor displacement in this area in the last four months leaves a residue of 3,000 displaced workers in Springfield, who will

CONTRACT DISTRIBUTION - Continued

Available Unemployed Workers and Floor Space in Springfield

be required to seek employment elsewhere, comprised mostly of unskilled assembly and production workers who will need training in order to be employable anywhere in the war effort.

The Committee was advised that the closing down of the Springfield plant of International Harvester Co. would leave vacant about 1,500,000 square feet of floor space. In addition there are 8 other plants of varying size in Springfield which are not presently operating, some having been closed down for two or three years and others having ceased operations recently.

Recommendation: In face of the fact that there is a pool of unemployed workers and tremendous floor space existing in this locality, the Committee recommends a re-survey of Springfield by the various procurement agencies and the Contract Distribution Service for the purpose of bringing war contracts into this city rather than building new plants and placing machinery and equipment in these plants.

Some of the plants in question are, in addition to the International Harvester Co.:

American Radiator Plant
Buckeye Bumper Co.
Springfield Spring Works
Foos Gas Engine Co.
West End Malleable Foundry
French & Hecht Co.
O. S. Kelly Co.

COMMUNITY PROBLEMS

Dayton

While the General Motors plants indicate an increased layoff within the next month by 2,000 or 3,000, however, between June and September, 1942, there will be marked reemployment and present plans indicate that by September, 1943, 11,000 more will be hired than are now working in their Dayton plants. Demands at Wright and Patterson fields will require between 15,000 and 30,000 workers. Extremely serious conditions exist in the Dayton area relative to transportation and housing. These matters have been presented, through proper channels, by the agencies responsible for handling these problems. The Committee wishes to emphasize the fact that these conditions have definitely affected the ability of the ES to furnish manpower to employers in this area.

Field Management Division
United States Employment Service
April 25, 1942

rENW

Miss Anderson

V

KENTUCKY AREA
4/24/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Labor Supply Committee Meeting
April 24, 1942

LABOR RECRUITMENT

Construction Projects in Kentucky

Approximately 40,000 construction workers will be needed within the next 60 to 90 days in various points in Kentucky. No difficulty is anticipated in supplying the labor. Projects under construction or to be undertaken shortly include:

Blue Grass Ordnance, Richmond
Army Camp at Morganfield
TNT Plant at Paducah
Shell Loading Plant near Mayfield
Expansion of Fort Knox
Army Camp near Hopkinsville

MINORITY PROBLEMS

Discrimination Against Negroes in Employment and Training

Discussion of recent charges and complaints made by regional and national authorities that Kentucky was discriminating against Negroes brought out the following points: (1) lack of response to advertisements; (2) lack of qualified Negro applicants; (3) ratio of unemployed workers less than Whites; (4) upgrading at Westinghouse Naval Ordnance Plant; (5) demand for trainees.

Action: It was requested that the matter be referred to the Regional LSC with special attention called to the points discussed above; further, that the Regional Committee be asked to define in writing their interpretation of "Discrimination."

DEFENSE TRAINING

Jeffersonville Boat Building Company--Jeffersonville, Indiana

The Jeffersonville Boat Building Company at Jeffersonville, Indiana, is in the Louisville labor market area and expects to employ several thousand workers when expansion is completed. The number is estimated at from three to five thousand. The company is working on a training program in which the Labor Supply Committee may be asked to help. They expect to start welding classes in the plant very shortly.

DISRUPTIVE RECRUITING PRACTICES

Recruitment of Workers by ES for Industry in Another Area

The representative from the Regional LSC asked for the thinking of the Committee on a problem in another area in which the ES had been severely criticized. In this particular instance, the ES office had been requested by their regional office to furnish a number of workers for an important war industry in another area whose rate of pay was in excess of the local rate. Letters quoting the rate were sent to applicants, among whom were a number of employed workers who had failed to notify the ES of their employment.

Action: It was the consensus that under such conditions, letters should not quote the rate of pay or hours of overtime since it might tend to create dissatisfaction among local workers and be an inducement to leave local employment. Also, the letter should specify that the worker should not apply if he is working at his highest skill in a war industry. The Secretary was instructed to incorporate the above into a memorandum to the Chairman of the Regional LSC.

COMMUNITY PROBLEMS

Housing Facilities

There was thought to be no particular problem in meeting the demand for housing facilities on a majority of the projects; however, the situation at Morganfield appears to be serious. Housing facilities at Morganfield and surrounding areas are entirely inadequate to care for the ten or twelve thousand workers which will be used during the construction. Tire shortage will prevent commuting from outlying areas. The situation is so acute that it may possibly affect the supply of labor for the project.

Action: The Secretary was instructed to call to the attention of the Regional Committee the lack of housing facilities in the Morganfield area and request that some steps be taken to alleviate the situation.

Field Management Division
United States Employment Service
May 12, 1942

THIRTEENTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, April 28, 1942

WOMEN'S BUREAU
MAY 2 - 1942
DEPARTMENT OF LABOR

Present:

Marion A. Gregg, Chairman - Labor Supply Officer, USES
Frank W. Baldau - Regional Labor Supply Office, USES
W. D. Westenbarger - Acting Manager, Akron Field Office, USES
Floyd Ruple - State Department of Education
W. J. England - Apprenticeship Unit, Department of Labor
H. M. Jellison - Vocational Director, Akron Board of Education
Robert L. Wilcox - Supervisor, Defense Training, USES
D. E. Wilson - Cleveland Field Office, USES
Miss Elizabeth Magee - Executive Secretary, Women's Bureau, Department of Labor
J. W. Vanden Bosch - Labor Division, WPB, Training-within-Industry
B. C. Seiple - Manager, Cleveland Field Office, USES
A. W. Fischer - Regional Office, USES
G. F. Millikin - Cleveland Ordnance District, U.S.Army
Lt. Commander C. D. Finn, Ohio Selective Service
E. L. Keenan, Regional Labor Supply Officer, USES
Isaac L. S. Smink, Regional Labor Representative, WPB

I. Discussions:

1. Training needs - Akron

As previously reported, the Akron Vocational Schools have been requested by the Goodyear Aircraft Corporation to train 24,000 war production workers during the year 1942. Approximately 17,000 of this number are to be women. This training will be in sheet metal fabrication and riveting.

Final approval has been received by the Akron schools to purchase all of the training equipment. The Akron schools have yet to receive the necessary approval to cover the expenditures of overhead lighting. Immediate attention must be given to the approval of the lighting costs, and sufficient priority be given that will permit immediate delivery of the electrical supplies for this necessary installation. This will include lighting over the training benches which is very essential. The purchase request for this material has been forwarded to the State Department of Education for approval and forwarding to Washington.

A requisition has received approval of the State Department of Education and forwarded to Washington, requesting necessary funds for the rental of the second floor, approximately

MAY 4 1942

12,000 square feet, of the Mohawk Building. This additional space is necessary to permit the required training in addition to the space already provided and approved. This new and additional space will provide the necessary facilities for the training of women. No additional training equipment other than that already approved will be needed for this additional space.

The Akron Vocational Schools have forwarded to the State Department of Education a requisition for $61,000 for the purchase of machine-shop training equipment. This equipment is necessary to establish sufficient machine-shop training facilities to meet the industrial demands in the Akron area.

Continuing the present machine-shop training until August 1, there will still be a shortage of 1,041 graduate trainees from machine-shop training. This figure does not include an anticipated large demand for machine-shop graduate trainees by the Firestone Tire and Rubber Company. This company is unable to give definite figures at this time.

If approval is received for the purchase of this material, the majority of the equipment purchased will, of necessity, be rebuilt equipment. Primary use of this additional equipment will be in supplementary and highly skilled training courses now so badly needed in the Akron area.

Summarizing the needs of the Akron Vocational Schools, the following is most urgent and requires immediate approval:

a- Approval by the U.S. Office of Education of necessary expenditures to cover the electrical installation, including lighting, in the expanded training facilities.

b- Approval by the U.S. Office of Education of necessary funds for the rental of additional training facilities, approximately 12,000 square feet, of the second floor of the Mohawk Building.

c- Approval by both the State Department of Education and U.S. Office of Education of the $61,000 requisition for the purchase of machine-shop training equipment.

2. Training needs - Cleveland (Cuyahoga County)

On April 15, the Regional Office of USES called a meeting with representatives of all the high schools in Cuyahoga County for the purpose of discussing the all-out utilization of all training facilities in the Cuyahoga County high schools. This meeting was well attended and extreme interest was manifested by representatives of the schools present to go all-out in their training efforts.

During this meeting, a motion was carried for the selection of a committee from school representatives present, who in turn would select someone to act as liaison officer between the schools outside Cleveland proper and located in Cuyahoga County, with the local Council of Administrators.

Since the committee has not made formal appointment of this liaison representative, the Area Committee recommends that the State Department of Education's representative contact the school committee selected and authorized to make the appointment, for the purpose of encouraging immediate appointment of a liaison officer.

There is a serious need for an immediate and full utilization of all machine-shop training stations in both the City of Cleveland and Cuyahoga County areas. The present projected demand for graduate machine-shop trainees for the next six months totals 10,951.

On the basis of the present training, only 3,500 can be graduated during the next six months; however,if all machine-shop training stations in Vocational Schools in Cuyahoga County can be utilized twenty-fours hours a day in Defense Training, which is possible during the summer months, then it will be possible to train some 8,000 in machine-shop training during the next six months.

To accomplish this, it will be necessary to reduce the present number of training hours and fully utilize all machine-shop training stations in the entire Cleveland area. Even with this, the added stations, reduction in training hours, and full utlization of all machine-shop training stations in the entire Cleveland area, there will still be a shortage of some 2,951 machine-shop graduate trainees as compared to the projected demand for the next six months.

In an effort to meet this shortage, the Committee recommends an all-out effort by the Cleveland USES office to encourage all employers to employ more women; also, greater use of women

in machine operations. Of assistance in this all-out effort, the Committee appointed a sub-committee of the Area Labor Supply Committee to work with the Cleveland USES office in an all-out recruiting program for women. This sub-committee includes the following:

Miss Elizabeth Magee, Executive Secretary, Women's Bureau, U.S. Department of Labor
Mr. Isaac L. S. Smink, Regional Labor Representative, USES
Mr. D. E. Wilson, Cleveland Field Office, USES

3. Community problems

The more serious community problems discussed by the Committee were the following:

a- Housing needs - Atlas Powder Company, Ravenna, Ohio.

The Labor Market Survey for April, covering the Ravenna, Ohio, area, states that further recruiting of the local labor supply will have to be supplemented by in-migration and commuting from beyond the borders of the local labor market area.

It is estimated that 4,000 of the unskilled laborers still needed by the Atlas Powder Company will be in-migrants. One-half of these will need to be women.

Because of the previous in-migration, there is already a serious shortage of housing in this area. To secure and maintain peak employment at the Ravenna Ordnance Plant will depend upon adequate housing near the Ordnance area.

b- Housing needs - Trojan Powder Company, Sandusky, Ohio.

During the next six months the Trojan Powder Company will need 2,250 workers. Of this number, more than 2,000 will have to be imported. With the permanent net in-migration estimated at approximately 3,200 for this area, there will be a serious need for additional housing.

Additional housing has been approved for this area, but to date work has not begun and current information indicates that there is some difficulty in acquiring title to the site selected.

c- Scioto Ordnance Plant - near Marion, Ohio

There is under construction near Marion, Ohio, a large war plant known as the Scioto Ordnance Plant. The USES is assisting in recruiting construction workers, and contact by the USES with the U.S. Rubber Company who have been named the operators of this war plant, reveals that their personnel department will be set-up within the next few weeks and they most sincerely appreciate the offer of the USES to assist in the recruiting of production and office workers. It is estimated this new Ordnance Plant will employ some 17,000 persons, of which 60% will be women.

3. General discussion

General but serious discussion was had by the entire Area Labor Supply Committee relative to bringing more women into the labor market and the training of more women for war work.

The Committee recommended that through their Secretary, a representative of USES in Ohio and Labor Supply Officer, that the Central office of USES issue the necessary instructions and recruiting aids to all field offices whose representatives, when visiting management, would encourage the greater use of women workers both with and without training.

II. Next Meeting

The next meeting of the Cleveland Area Labor Supply Committee is tentatively set for Tuesday, 10:00 a.m., May 19, 1942. Agenda for this meeting will be forwarded as quickly as possible.

V
Cleveland Area
No. 13 - 4/28/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Thirteenth Labor Supply Committee Meeting
Cleveland - April 28, 1942

LABOR RECRUITMENT

Scioto Ordnance Plant-Near Marion, Ohio

This plant, which is under construction, will be operated by the U. S. Rubber Company. Their personnel department will be set up within the next few weeks. They appreciate the USES offer of cooperation to assist in recruiting office and production workers. It is estimated that some 17,000 persons will be employed, 60% of whom will be women.

DEFENSE TRAINING

Training Needs - Akron - Goodyear Aircraft Corporation

Akron schools are to train 24,000 workers for Goodyear Aircraft Corporation of whom 17,000 will be women. Training will be in sheet metal fabrication and riveting. Final approval has been received by Akron schools to purchase all the training equipment. Akron schools have yet to receive approval of expenditures of overhead lighting. Immediate attention must be given to the approval of lighting costs and sufficient priority to assure immediate delivery of electrical supplies and necessary installation. Purchase request for this material has been forwarded to the State Department of Education for approval and forwarding to Washington.

Requisition for approval of the State Department of Education requesting necessary funds for rental of additional space for training facilities to take care of training women has been forwarded to Washington. Akron Vocational Schools have requested $61,000 from the Department of Education for the purchase of machine-shop training equipment.

Continuing the present machine-shop training until August1, there will still be a shortage of 1,041 graduate trainees from machine-shop training. This figure does not include an anticipated large demand for machine-shop graduate trainees by the Firestone Tire and Rubber Company. This company is unable to give definite figures at this time.

Training Needs - Cleveland - (Cuyahoga County)

On April 15, the Regional Office of USES called a meeting with representatives of high schools in Cuyahoga County for the purpose of discussing all-out utilization of training facilities. Motion was made for selection of a liaison officer between schools outside of Cleveland proper and located in Cuyahoga County, with the local Council of Administrators. Since appointment of a liaison officer has not yet been made, the LSC strongly recommends such appointment immediately.

DEFENSE TRAINING - Continued

Training Needs - Cleveland - (Cuyahoga County) - Continued

There is a serious need for an immediate and full utilization of all machine-shop training stations in both the City of Cleveland and Cuyahoga County areas. The present projected demand for graduate machine-shop trainees for the next six months totals 10,951.

On the basis of the present training, only 3,500 can be graduated during the next six months; however, if all machine-shop training stations in Vocational Schools in Cuyahoga County can be utilized 24 hours a day in Defense Training, which is possible during the summer months, then it will be possible to train some 8,000 in machine-shop training during the next six months.

Even with full utilization of all facilities there will still be a shortage of some 2,951 machine-shop graduate trainees as compared to the projected demand for the next six months.

The Committee recommends an all-out effort by the Cleveland USES to encourage employers to employ more women, also greater use of women in machine operations. A subcommittee was appointed to work with the Cleveland USES in an all-out recruiting program for women.

COMMUNITY PROBLEMS

Housing Needs

Atlas Powder Company, Ravenna, Ohio - In-migration and commuting from beyond the borders of the local labor market area will have to supplement the local labor supply. It is estimated that 4,000 unskilled laborers are needed, one-half of whom will be women. There is already a serious housing shortage. Securing and maintaining peak employment at the Ravenna Ordnance Plant is dependent upon adequate housing.

Trojan Powder Company, Sandusky, Ohio - During the next six months more than 2,000 workers will have to be imported. There is a serious need for additional housing, which has been approved for this area, but to date work has not begun and current information indicates that there is some difficulty in acquiring title to the site selected.

Field Management Division
United States Employment Service
May 12, 1942

Cincinnati Area
5/13/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Fifth Labor Supply Committee Meeting
Cincinnati - May 13, 1942

## LABOR RECRUITMENT

### Use of Call-in Letters for Field Employment Offices

In connection with recruiting for a mandate issued by the Naval Ordnance Department the ES was ordered to recruit 80 skilled operators in machine tool occupations, apportioned to 12 or 15 offices in the State. One field office after exhausting other methods contacted some applicants whose registrations were in the inactive file in preference to advertising in newspapers. It happened that some persons to whom call-in letters were sent were presently employed in war production. No information to this effect was recorded in the ES office because the employer hired the men at the gate and no notice was sent to the ES indicating this hire. It was the consensus of the group that if the employer had been utilizing the services of the ES office for recruiting workers it would have been a matter of record that the worker was presently employed at his plant and the employee would not have been contacted.

It was the consensus of the LSC that in this instance the employer had little basis for complaint and unanimously endorsed the use of call-in letters for field offices as a legitimate means of recruitment. Question was raised, however, as to whether the hourly rate of pay should be indicated.

## DEFENSE TRAINING

### Employment in the Distributive Trades

Material was distributed to the group outlining details of the so-called "Toledo Plan" for retraining salesmen and executives for employment in the war program which is working effectively in Toledo and Cleveland. It has been distributed to other metropolitan centers in Ohio where displacement of automobile, tire and electrical appliance salesmen may be presenting a problem.

### Idle Training Stations in Cincinnati

It was reported that there are at present 620 idle machine shop training stations in the Cincinnati public schools. This is due to several reasons, one being the action of the Wright Aeronautical Corp. in establishing its own machine shop training program and not depending any further upon VE-ND courses. It was pointed out by the WPA representative present that about 650 Negroes on their program are available for training in the Cincinnati area. Suggestion was made that qualified women and Negroes should be placed in these training courses without delay regardless of assurances from employers as to acceptance

DEFENSE TRAINING - (Con't)

of these workers. It was the consensus that if idle facilities in Cincinnati schools are not immediately utilized they should be transferred to other communities or trainees imported to Cincinnati for training.

MINORITY PROBLEMS

Discrimination

The Regional Representative, Negro Employment and Training Branch WPB, stated that no cases of discrimination had been called to his official attention. Therefore, the problem was approached from the angle of trying to determine whether rejections of referrals by employers would reveal any pattern which could be properly construed as discrimination. The committee requested that a survey be made in the Cincinnati employment office of reasons given by employers on existing records for rejection of referrals. A copy of the survey and findings is to be furnished to LSC.

Field Management Division
United States Employment Service
May 27, 1942

CINCINNATI AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Wednesday, May 13, 1942

WOMEN'S BUREAU
MAY 23 1942
DEPARTMENT OF LABOR

Present:

E. S. Benedict, Executive Secy., Area Labor Supply Committee, USES
Robert L. Wilcox, Supervisor of Defense Training, USES
W. C. Griffiths, Employment Division, WPA, Cincinnati
E. A. Steding, Training & Reemployment, WPA, Cincinnati
T. H. Wright, Regional Representative, Minority Groups Branch, War Production Board, Chicago, Illinois
J. L. Duncan, Regional Representative, Negro Employment and Training Branch, War Production Board, Cleveland
Leon C. Schingledecker, Apprenticeship Section, FSA, Cincinnati
D. C. Whelan, Mgr., Dist. VI, U. S. Civil Service, Cincinnati
Ed. L. Norton, Apprenticeship Section, Cincinnati
Walter P. Hildebrand, Training Within Industry, Cincinnati
Hildeburn Jones, USES, Cincinnati
Dillard E. Bird, USES, Cincinnati
William Levy, Vocational Training for Defense Workers, State Dept. of Education
C. A. Simpson, Contract Distribution, Cincinnati

The minutes of the meeting held on April 15 were approved as submitted.

I. Discussions

1. Full utilization of local labor supply

The discussion of the full utilization of local labor supply was resumed after having been quite thoroughly discussed in the meeting of April 15. At the written suggestion of the Regional Labor Supply Committee Chairman, the subject was continued. Messrs. J. L. Duncan and T. H. Wright were invited to this meeting to contribute to the discussion of this subject.

a. Minority Groups.

This subject was quite fully covered at our meeting of April 15, but due to the presence of Mr. Duncan and Mr. Wright, it was opened again and covered at great length.

Statement was made by Mr. J. L. Duncan, at the opening of this discussion, that there had been no cases of discrimination called to his attention officially. Therefore, the problem was approached from the angle of trying to determine whether rejections of referrals by employers

MAY 20 1942

would reveal any pattern which could be properly construed as discrimination. It is a matter of record that information in the employment offices as to the "reason for rejection" does not furnish bases for charges of discrimination.

The committee requested that a survey be made in the Cincinnati employment office of reasons given by employers on existing records for rejection of referrals. If analysis of this survey and the registrations of the applicants rejected seems to indicate a pattern of discrimination as to race, color, or national origin, the committee desires to be so advised. It is desired that a copy of the survey and findings be furnished the committee.

The chairman read the suggestion made by Mr. E. L. Keenan, Chairman of the Regional Committee, concerning the establishment of Councils on Fair Employment Practices such as exist in other metropolitan centers like Cleveland and Detroit. It was decided to await the result of contacts to be made by Mr. T. H. Wright in the Cincinnati area to learn whether there was any desire on the part of minority groups for the establishment of such council.

Action on the establishment of such council was deferred until the next meeting.

b. Aliens.

Mr. T. H. Wright presented the details of regulations covering the employment of aliens in war industries. This information had been discussed by the committee previously and, therefore, it was necessary to devote but little time to this subject. No flagrant cases were on record before the group.

c. Displaced Workers.

All present agreed that the question of absorption of workers displaced due to curtailment of civilian production was being rapidly solved. While there are, in a few communities, pools of displaced workers still unemployed, none of them are of such proportions as to be considered serious. There are no formal complaints from worker groups at this time.

d. Trainees.

Mr. Wilcox reported that the absorption of graduate trainees from the Defense training courses was progressing satisfactorily. There were only about 2,200 who had graduated in training

d. Trainees. (Continued).

courses during the last two months that were still unemployed. The total in Defense training for those two months was approximately 15,000. This residue is not of long standing and will likely be rapidly absorbed judging from past experience. The representatives present agreed with this general statement.

e. Handicapped Individuals.

Some discussion was presented relative to greater utilization of handicapped individuals. Our attention was called to the fact that too many times employers allow the term "handicapped" to exclude these workers from jobs in which the handicap would not prevent acceptable performance.

f. Graduates.

The full utilization of graduates both from high schools and colleges, together with the undergraduates in these institutions, was discussed at length. Brief outline was given of the campaign being conducted by the Employment Service to utilize these segments of the labor reserve.

g. Women.

There was recognition that the employment of women would assume increasing importance in the conduct of the war program. It seems that few employers recognize, or are willing to admit at this time, that the solution of their personnel problem lies to a great extent in the greater utilization of women. For this reason, women are not being placed in training classes as rapidly as should occur. Most certainly by Fall, with the increased rate of induction into the armed services and the rapid absorption of male workers in war industries, there will be no alternative but to train and employ women in tremendous numbers. There is an educational job needed with the public and, particularly, women's groups, to impress them with the need of volunteering their services for training and employment in industry. The greatest single factor in securing increased manpower for war production lies in utilizing youth and women.

2. Field office recruiting methods

The chairman related a condition which developed some time ago in connection with recruiting for a mandate which was issued by the Naval Ordnance Department. The Employment Service in Ohio was ordered to recruit about 80 skilled operators in machine tool occupations. This order was apportioned to 12 or 15 major offices in the State. Each one was required to meet the quota specified.

One of the field offices, after using other methods, decided to contact some applicants whose registrations were in the inactive file in preference to using classified advertising in newspapers. It happened that some of the workers to whom the call-in letter was sent were employed in war production. No information to this effect was recorded on the application card in the employment office because the employer had hired the men at the gate. No notice had been sent to the employment office indicating this hire. It was the concensus of the group that if the employer had been utilizing the services of the employment office for recruiting workers, it would have been a matter of record that the worker was presently employed at his plant and the employee would have received no communication.

The matter was introduced to the committee for the purpose of an expression as to what constitutes legitimate recruitment practices on the part of a field office of the Employment Service. Should call-in letters be used? It was the consensus of the group that whatever method of recruitment was used under present labor market conditions, some employer's organization would most likely be disturbed. In this case, the employer had little basis for complaint in that he had not used the employment office for recruiting. Had he done so, the record of employment at his plant would have been evident in the office. The committee was unanimous in endorsing the use of call-in letters by field employment offices as one legitimate means of recruiting. Possibly, the hourly rate of pay should be eliminated from the call-in letter, but in the majority of cases when this is done, the letter loses a great deal of effectiveness. In an emergency such as the mandate, it was not considered that the statement of the hourly wage was out of place.

3. Training

a. Employment in the distributive trades.

Material was distributed to the group outlining details of the so-called "Toledo Plan" for retraining salesmen and executives for employment in the war program. This plan

is working effectively in Toledo and Cleveland. It has been distributed to the other metropolitan centers in Ohio where displacement of automobile, tire and electrical appliance salesmen may be presenting a problem. This is the plan mentioned in "Newsweek" some time ago and carried in detail in May 1st issue of "Printers' Ink."

b. Idle training stations in Cincinnati.

It was reported that there are at this time 620 idle machine shop training stations in the Cincinnati public schools. Many factors contribute to this situation. One of them is the action of the Wright Aeronautical Corporation in establishing its own machine shop training program and not depending any further upon the VE-ND courses. They have established this program on a basis to produce 150 trainees per week. These workers are paid while in training. This has removed the demand for about 7,500 in six months from the Cincinnati school facilities. Work Projects Administration representatives present stated that they had about 650 Negroes on their program in the Cincinnati metropolitan area whom they considered to be trainable. It was emphasized to the training representatives present that idle facilities such as this should not be permitted to exist in face of the terriffic need of trainees in machine shop occupations. Suggestion was made that qualified women and Negroes should be placed in these training courses without delay regardless of assurance from employers as to acceptance of these workers. There is no question but what there will be a demand for trained women and Negroes in the next few months and an attempt should be made on the part of the training authorities to meet a demand which we know will certainly materialize. At any rate, if the idle facilities in the Cincinnati schools are not immediately utilized, they should either be transferred to other communities or trainees imported to Cincinnati for training.

c. T. W. I. activities.

The TWI representative reported that they were at present completing arrangements with the Wright Aeronautical Corporation for the conduct of another J.I.T. program for training of Negroes.

d. Portsmouth.

Mr. Levy of the State Department of Vocational Education, reported that relationships between the School Board and NYA authorities in Portsmouth had reached a state of non-cooperation. The Portsmouth School Board had notified the NYA authorities in that city that their support of the NYA training program would be

withdrawn as of May 15. This was primarily due to regulations which were presented by NYA requiring the schools to pay for heat, light and maintenance, the same as they do when renting private facilities. The schools had no such instructions and were not authorized to make such expenditures.

c. Transfer of training equipment.

Pursuant to a recommendation made by the committee on April 15, the State Department of Vocational Training for Defense Workers was requested to transfer training equipment from Columbus to Middletown. We were advised by Mr. Paul B. Hartman, Director of this department, that only $4,000 worth of equipment had been purchased out of Defense funds for the Columbus schools and, therefore, it was not practical to transfer such a small amount. In this connection, it was reported by Mr. Wilcox that training facilities were being secured by rental and purchase, both in Middletown and Hamilton.

4. Employment Prospects

The chairman related information to the committee concerning employment prospects in certain areas where conversion of facilities had caused great displacement of workers.

a. Norwood.

At the last meeting, it was indicated that the General Motors Plants in Cincinnati and Norwood would probably employ only about 184 workers. Subsequent information indicates this employment may reach 600. This is still materially below the 1,700 figure which they were employing in normal operations.

b. Springfield.

It seems that the International Harvester Company at Springfield has at last secured a contract for production in the Springfield Plant. However, it will be about October 1 before they get into any sizeable production. Until public announcement was made of the receipt of this contract, other employers in Springfield were hiring considerable numbers of former International Harvester employees. Announcement of the proposed work caused a cessation in employment of these displaced workers. The Employment Service has arranged pooled interviews for a number of employers from other sections of the State to interview these workers for employment outside their immediate vicinity. Such action is considered necessary because of the long period of unemployment which they face before the war contract will be in operation.

c. Dayton.

Latest figures on the displacement at Frigidaire in Dayton due to cessation of the manufacture of electrical refrigerators has dwindled to 1,900 workers. It was originally anticipated there would be a layoff of about 4,500. This indicates the splendid cooperation manifested by General Motors authorities in transferring workers to war production quickly rather than laying them off and losing their services to other employers.

d. Columbus.

The chairman related that employment at Curtiss-Wright in Columbus would increase by about 12,000 between this time and July 1 of next year. Great numbers of women, in fact, approximately 60% of the total number, will be employed at this plant.

II. Next Meeting

The committee adjourned at 4:10 P.M., setting the tentative date of the next meeting as Wednesday, June 17, 1942.

* * * * * *

Kentucky Area
5/15/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Labor Supply Committee Meeting
Louisville - May 15, 1942

WOMEN'S BUREAU
JUN 18 1942
DEPARTMENT OF LABOR

JOB DILUTION, UPGRADING AND TWI

Training for Specific Occupations

In the past the training program in Kentucky has been hampered by the fact that employers have been reluctant to furnish specifications and anticipate their needs in advance; however, in instances in which the employer has furnished such specifications, training has been set up to meet the requirements. There has been a gradual change, and many employers are now furnishing specifications for jobs in which they wish training to be instituted.

It was emphasized that as far as the city of Louisville is concerned, the training program is more advanced than the employer, and that until recently, dilution of jobs had not been accepted. Employers should be encouraged to avail themselves of the services of the various agencies in analyzing and breaking down jobs and recommending training programs to meet their needs. Seven or eight plants in Louisville now have certified TWI instructors; also, there has been a marked increase in supplementary training classes in the various plants.

MINORITY PROBLEMS

Discrimination Against Negroes

The Apprenticeship Representative reiterated his former statement that he has seen no evidence of discrimination against Negroes by employers in Louisville, and that qualified Negroes were not suffering from a lack of employment opportunities. It was the consensus of the Committee that there was no discrimination against Minority groups by Louisville employers.

CONTRACT DISTRIBUTION

War Contracts in Louisville

As a rule, Louisville employers have watched the labor market closely and have gauged their contracts accordingly and have not bid on contracts in excess of the ability of the local labor market to handle. The Defense Contract Division Representative stated that the amount of contracts in the Louisville area was steadily increasing.

EMPLOYMENT OF WOMEN

Training and Employment

At the present time in Kentucky there is no appreciable demand for women workers in war industries and there is a considerable backlog of male trainees who have not been placed in employment.

Field Management Division
United States Employment Service
May 30, 1942

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WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LABOR

KENTUCKY AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
MAY 15, 1942

Present: Frank Baldau, Representative of the Regional Labor Supply Committee
J.M. Frier, Defense Contract Distribution , Louisville
W.H. Fraysure, Director for Kentucky, USES, Frankfort
O.A. Hawkins, Assistant Labor Supply Officer, USES, Frankfort, Ky.
Harry H. Hansbrough, Jr., Labor Supply Officer for Kentucky, USES, and Executive Secretary of the Committee
R.F. Kirk, Apprenticeship Representative, Louisville
Prentiss M. Terry, Area Manager, Defense Contract Distribution Louisville
Ed H. Terry, Director, Division of Youth Personnel, NYA, Louisville
Ralph H. Woods, Director, Division of Vocational Education, Frankfort

The meeting was called to order by the Executive Secretary at 1:15 p.m.

Minutes of the last meeting were approved as submitted.

The Secretary explained that the meeting which had previously been postponed was called at the request of Mr. Baldau, Representative of the Regional Labor Supply Committee, who had some matters which he wished to discuss.

The Secretary read the release of the President's order establishing the War Manpower Board and setting forth the various agencies falling under its jurisdiction.

Mr. Baldau was asked to discuss any problems or suggestions which he might have. The following problems were brought up by Mr. Baldau and discussed by the various members:

1. War Manpower Board --- No detailed information concerning policies and organization is available as yet. The present set-up of labor supply committees will continue until further instructions.

2. New Form for Labor Market Report --- The Employment Service is putting into effect a revised report for information from employers as to labor needs, etc. The new report places emphasis on the scaling down of labor needs in terms of type of labor available rather than the highest skill the employer wants. This report is expected to result in a more complete picture as to employers' needs and form a much better basis for training programs. It is expected that all labor market information will be obtained by one agency under the new Manpower Board, thus eliminating duplication by the various agencies which have heretofore gathered such information.

3. Employment of Minority Groups ---- The situation as reported in the previous meeting was reviewed and discussed in detail. The Apprenticeship Representative reiterated his former statement that he had seen no evidence of discrimination against negroes by employers in Louisville, and that qualified negroes were not suffering from a lack of employment opportunities. It was pointed out that negroes

MAY 25 1942

in the past have been employed in those occupations in which they wanted to work and now lacked skills necessary in many war occupations, but it was felt that the present emergency was not the proper time to exploit such a condition at the expense of war production. It was the concensus of opinion of the committee that there was no discrimination against minority groups by Louisville employers.

4. Training and Employment of Women --- At the present time in Kentucky there is no appreciable demand for women workers in war industries and there is a considerable backlog of male trainees who have not been placed in employment.

5. Unemployment in Louisville --- The Labor Supply Officer mentioned the fact that the latest reports of the Employment Service showed that 20,000 workers in Louisville were unemployed. It was emphasized that the majority of these were unskilled workers or workers who had been laid off only temporarily.

6. Acceptance of Trainees by Employers --- The NYA representative expressed the thought that the acceptance of trainees by employers should be encouraged. Mr. Baldau stated that provision had been made whereby future war contracts would stipulate the labor supply that was to be used and the percentage of labor that would be trained.

7. Training for Specific Occupations --- In the past the training program in Kentucky has been hampered by the fact that employers have been reluctant to furnish specifications and anticipate their needs in advance; however, in instances in which the employer has furnished such specifications, training has been set up to meet the requirements. There has been a gradual change, and many employers are now furnishing specifications for jobs in which they wish training to be instituted.

It was emphasized that as far as the city of Louisville is concerned, the training program is more advanced than the employer, and that until recently, dilution of jobs had not been accepted. Employers should be encouraged to avail themselves of the services of the various agencies in analyzing and breaking down jobs and recommending training programs to meet their needs. Seven or eight plants in Louisville now have certified T.W.I. instructors; also, there has been a marked increased in supplementary training classes in the various plants.

8. War Contracts in Louisville --- As a rule, Louisville employers have watched the labor market closely and have gauged their contracts accordingly and have not bid on contracts in excess of the ability of the local labor market to handle. The Defense Contract Division Representative stated that the amount of contracts in the Louisville area was steadily increasing.

9. Housing situation at Morganfield --- The Secretary read a letter to the Regional Labor Supply Committee from the National Housing Agency suggesting that the War Department be asked to permit the use of

dormitories at the camp under construction to house workers. The request has been referred to the Manager of the Employment Service office serving the Morganfield area.

10. Instructions to Louisville Employer by Chicago representative of War Production Board concerning the Employment of Negroes. Recently a field representative of the Negro Employment and Training Branch of the War Production Board and a member of the Sixth Regional Labor Supply Committee called on a Louisville employer and instructed him to employ negroes. The employer had called the matter to the attention of the Labor Supply Officer for Kentucky. Inasmuch as neither the Labor Supply Committee nor the Employment Service was contacted by this representative, the Secretary was instructed to inform the employer that the Area Labor Supply Committee had no part in such instruction and that the matter was a direct negotiation between him and the representative mentioned above.

The meeting adjourned at 4 p.m. The date of the next meeting was left open to call.

Harry H. Hansbrough, Jr.
Executive Secretary

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Miss Anderson

V

Cleveland Area

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Fourteenth Labor Supply Committee Meeting
Cleveland - May 19, 1942

DEFENSE TRAINING

Akron Goodyear Aircraft Corporation - May 19, 1942

The Akron schools have yet to receive the necessary approval to cover the expenditures of overhead lighting. Immediate attention must be given to the approval of the lighting costs and sufficient priority rating that will permit immediate delivery of the electrical supplies for the necessary installation.

Purchase request for this material has been approved by the State Department of Education and forwarded to Washington for approval there. The Akron schools are awaiting Washington's approval.

Training Needs - Cleveland (Cuyahoga County)

The present projected demand for graduate machine-shop trainees for the next six months totals 10,951. Full utilization of machine-shop training stations in the Cleveland Area will graduate approximately 5,000 this summer. There will still be need to train in excess of 5,000 during the fall months.

Westinghouse Electric Manufacturing Company, Canton Naval Ordnance Plant

Westinghouse Electric Manufacturing Company exercised extreme foresight in producing by well-planned training sufficient skilled machine operators to man the new Naval Ordnance Plant at Canton, Ohio. Beginning in February 1941, with production scheduled eleven months later, this company established an immediate and long-range training program to man the Ordnance Plant.

As of Mar 14, 1942, 760, of a total of 1,084 production workers are men who graduated from these training classes. 270 are now undergoing training. It is estimated that 800 additional trainees will be employed to reach the anticipated peak employment of this Ordnance Plant.

The forsight of this company enables it to meet their production schedules by the use of graduate trainees rather than demanding experienced workers that would further add to the critical shortage of workers experienced in technical machine operations.

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COMMUNITY PROBLEMS

Transportation--Atlas Powder Company, Ravenna, Ohio

One of the most serious labor supply problems in Ohio is the matter of transportation for employees of the Atlas Powder Company. Inadequate transportation for workers is one of the major reasons given by workers currently severing their working connections with this company. Between 50 and 60 percent of the persons quitting attribute their action to lack of transportation facilities. A survey is being made in order to present all facts to the Office of Defense Transportation.

There are at present 12,116 employees at the Atlas Powder Company, of which 3,700 are women. Current reports indicate further hiring of some 4,000 workers, of which approximately 2,500 will be women.

The approved housing project for some 3,800 units for this area is progressing very, very slowly. Every possible effort should be made to expedite completion of these units.

Trojan Powder Company, Sandusky, Ohio--Transportation and Housing Needs

With the permanent net in-migration estimated at approximately 3,200 workers, there is not a very serious need for additional housing and the expansion of the present transportation facilities in this area.

Of the 3,200 workers to be recruited from outside the local area, 2,000 will be needed for the Trojan Powder Company. Housing project of 200 units has been approved; however, construction has not yet started.

Present transportation facilities seriously affect successful recruiting for the war production contractors in this area.

A current and more detailed report relative to the problems of transportation is being made covering this area. This report, when completed, will be forwarded to the Office of Defense Transportation. In the meantime, the USES is making every effort to assist the Trojan Powder Company in their efforts to expand present transportation facilities.

Field Management Division
United States Employment Service
June 3, 1942

FOURTEENTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, May 19, 1942

WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LA

Present:

Marion A. Gregg, Chairman - Labor Supply Officer, USES
Frank W. Baldau - Regional Labor Supply Office, USES
E. L. Keenan - Regional Representative, USES
D. E. Wilson - Cleveland Field Office, USES
Miss Elizabeth Magee - Executive Secretary, Women's Bureau, Department of Labor
A. W. Fischer - Regional Office, USES
G. F. Millikin - Cleveland Ordnance District, U.S. Army
W. H. Lamphaer - Cleveland Ordnance District, U.S. Army
L. O. Mellen - Training-Within-Industry, WPB
Lt. Commander C. D. Finn - Liaison Officer - USNR
George A. Strain - Director, State Department of Industrial Relations
Mrs. Van Fossen - Department of Industrial Relations
Miss McKinley - Department of Industrial Relations
F. E. Avran - Department of Industrial Relations

I. Discussion:

1. Training needs - Akron, Ohio

The Goodyear Aircraft Corporation of Akron, as previously reported, has requisitioned the USES and the Department of Vocational Education to train 24,000 war production workers during 1942. Approximately 17,000 of these trainees are to be women. This training will be in the fabrication of metals used for airplanes and riveting and should start not later than June 1.

The Akron schools have yet to receive the necessary approval to cover the expenditures of overhead lighting. Immediate attention must be given to the approval of the lighting costs and sufficient priority rating that will permit immediate delivery of the electrical supplies for the necessary installation.

Purchase request for this material has been approved by the State Department of Education and forwarded to Washington for approval there. The Akron schools are awaiting Washington's approval.

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2. Training - Cleveland (Cuyahoga County)

The present projected demand for graduate machine-shop trainees for the next six months totals 10,951. Full utilization of all machine-shop training stations in the Cleveland area on a twenty-four hour basis, now possible because of the summer vacations of the regular vocational training programs, will graduate approximately 5,000 this summer. To reach this total it will be necessary to conduct two training periods during the summer vacation, utilizing each machine-shop training station on a basis of six four-hour courses daily.

There will still need to be trained an excess of 5,000 during the fall months. Every effort will be made to meet this projected demand.

II. Community Problems

1. Atlas Powder Company, Ravenna, Ohio

One of the most serious labor supply problems in Ohio is the matter of transportation so necessary for continued successful recruiting for the Atlas Powder Company at Ravenna, Ohio.

Inadequate transportation for the workers to and from this plant is one of the major reasons given by workers currently severing their working connections with this company. Between 50% to 60% of the persons attribute their reason for quitting to transportation and their inability to secure tires for privately owned cars.

A survey is being made to present all the details for the expansion of the present transportation facilities to the Office of Defense Transportation.

There are at present 12,116 employees at the Atlas Powder Company, of which 3,700 are women. Current reports indicate further hiring of some 4,000 workers, of which approximately 2,500 will be women.

The approved housing project for some 3,800 units for this area is progressing very, very slowly. Every possible effort should be made to expedite completion of these units.

The average car travel per day totals thirty-nine miles. This alone warrants immediate action for the quickest possible completion of the 3,800 units and immediate expansion of the present transportation facilities.

2. Trojan Powder Company, Sandusky, Ohio - transportation and housing needs.

With the permanent net in-migration estimated at approximately 3,200 workers, there is now a very serious need for additional housing and the expansion of the present transportation facilities in this area.

Of the 3,200 workers to be recruited from outside the local area, 2,000 will be needed for the Trojan Powder Company. Housing project of 200 units has been approved; however, construction has not yet started.

Present transportation facilities seriously affect successful recruiting for the war production contractors in this area.

A current and more detailed report relative to the problems of transportation is being made covering this area. This report, when completed, will be forwarded to the Office of Defense Transportation. In the meantime, the USES is making every effort to assist the Trojan Powder Company in their efforts to expand present transportation facilities.

III. Expansion of weekly work hours for female workers.

Representatives of a number of the Federal agencies whose work is coordinated in the Regional Labor Supply Committee of the War Production Board have indicated that in their contacts with industrial management executives, frequent reference is made to the problems which arise in the employment of women due to the maximum hours law in Ohio.

Accordingly, the Acting Regional Labor Supply Committee Chairman, invited the Director of the State Department of Industrial Relations to attend this meeting and participate in a discussion of these problems. The State Director and three inspectors of his department were in attendance.

The Director, in his thorough review of this situation, stated that every effort consistent with the non-availability of women workers was being made by his department to extend the work-week for female employees now working on war production.

In this connection, the Director outlined the present working arrangements with the USES in Ohio. There follows a brief outline of these arrangements:

1. Only formal written requests for specific information on availability will be considered.

2. USES Field Office Managers will acknowledge such requests in writing, stating that the request is being routed to the administrative office of the United States Employment Service in Columbus, and that the desired information on availability will be furnished direct to the State Department of Industrial Relations for appropriate action.

3. The field office of USES will send immediately to their Central office:

   a. The original request.
   b. A copy of the letter of acknowledgment.
   c. Complete information on the availability of workers locally as disclosed by the active file.
   d. Information on availability of qualified workers of the opposite sex for each occupation.

   e. A statement as to when the employer placed an order with the USES field office for additional workers, and the all-inclusive steps taken to fill the order.

   f. Any other information which may be pertinent.

4. After review by the administrative office of USES, and the possible survey of contiguous areas within an accepted commuting radius, an appropriate reply will be directed to the State Department of Industrial Relations with a copy to the USES field office.

The committee thoroughly approved the above arrangements.

In addition to the above, the State Department of Industrial Relations will furnish the USES Labor Supply Officer for Ohio with a copy of all permits granted extending the female work-week. The Labor Supply Officer will then make the necessary distribution of this information to the appropriate representative of Government for their follow-up with management receiving such permits.

This follow-up will be chiefly with representatives of USES and TWI, Army Ordnance, Air Corps Procurement, and Navy Material Division representatives.

IV. Training Program - Westinghouse Electric Manufacturing Company, in their Canton Naval Ordnance Plant.

An "E" for training accomplishments we believe is in order to the Westinghouse Electric Manufacturing Company for their foresight in producing by training, sufficient skilled machine operators to man the new Naval Ordnance Plant at Canton, Ohio.

As early as February, 1941, with production scheduled eleven months later, officials of this company established an immediate and long-range training program to produce workers with the necessary skills that would be required for the operation of this Ordnance Plant.

In March, 1941, with the assistance of the Public Employment Service, the first class of trainees was recruited and placed in training in the Timken High School. Additional classes were organized shortly thereafter in Canton, nearby Massillon, and leased machine-shops in New Philadelphia and Dover.

As this training program progressed, this company placed an order for 1,200 trainees with the USES to be supplied at the rate of approximately 100 a month over a period of one year.

In order to facilitate the recruiting of a high-type trainee, the trainees accepted by this company were paid at the rate of 45¢ per hour, forty-hour week during the training period. In April, 1942, this rate was increased to 50¢ an hour.

There are now five classes, totaling 270 enrollees, receiving this intensive training in specialized machine operations, (lathe, shaper, boring mill, milling machine, etc.; also, blueprint reading, mathematics and related subjects), for a twelve weeks period. Graduates transferred to the Naval Ordnance Plant are replaced by new men selected by the USES through the medium of mechanical aptitudes and arithmetic tests.

Worthy of note is the fact that a great majority of the 1,200 selected applicants for this training were without previous machine experience of any kind, and the graduates now constitute more than two-thirds of the actual production workers in the Ordnance Plant.

As of May 14, 1942, 760, of a total of 1,084 production workers, are men who graduated from these training classes. 270 are now undergoing training. It is estimated that 800 additional trainees will be employed to reach the anticipated peak employment of this Ordnance Plant.

We all are aware that this foresight in establishing a definite long-range training program permits this company to meet their production schedules by the use of graduate trainees, rather than demanding experienced workers that would further add to the critical shortage of workers experienced in technical machine operations.

V. Next Meeting

The next meeting of the Cleveland Area Labor Supply Committee is tentatively set for Tuesday, June 9, 1942. Agenda and official announcement of the time and place of the next meeting will be mailed committee members several days prior to the meeting date.

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CINCINNATI AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Wednesday, June 17, 1942

Present:

Isaac L. S. Smink, Regional Labor Representative, Labor Production Division, WPB
Clifford P. Egan, Field Representative, F.S.A. Apprenticeship Unit, Cincinnati
D. C. Whelan, Manager, Sixth U.S. Civil Service District, Cincinnati
E. A. Steding, District Director, Training & Reemployment, WPA, Cincinnati
L. H. Taylor, TWI, Cincinnati
W. J. Schilling, F.S.A., Apprenticeship Section, Cincinnati
Thomas Grace, War Production Board, Contract Distribution Division
Leon C. Schingledecker, Apprenticeship Section, F.S.A., Cincinnati
Ed L. Norton, Apprenticeship Section, F.S.A., Cincinnati
E. S. Benedict, Executive Secretary, Area Labor Supply Committee, USES

The minutes of the meeting held on May 13 were approved as submitted.

I. Old Business

a. Fair Employment Practice Committee for Cincinnati

A letter from Mr. E. L. Keenan of the Regional Office of the Social Security Board was read, indicating that a decision had not yet been reached by local representatives of minority groups for the establishment of a permanent committee on fair employment practices in Cincinnati. Mr. Keenan indicated that we would be advised of further details as soon as the information was available to him.

b. Survey of "Reason for Rejection" of employers in Cincinnati area

At the May 13 meeting of the Committee, a request was made for the Employment Service to survey "reasons for rejection" which were a matter of record in the Cincinnati employment office. The purpose of this survey was to determine if there existed sufficient information in connection with these "reasons" which would indicate a pattern of discrimination in employment of minority groups.

The survey requested was submitted at this meeting. The figures were broken down to indicate some 15 or 18 different reasons which employers gave for not hiring referrals from the employment office. They also indicated by groups the number referred of male and female in categories of white, Negro, alien, and foreign-born citizens. After discussion, the Committee agreed that a decision could not be reached concerning the establishment of a pattern without information as to the

JUN 29 1942

total number of referrals by the Cincinnati office for the same period, broken down into the same categories. It was requested that the Employment Service furnish this information in time for consideration at the July meeting.

II. Employment Opportunities

a. Cincinnati

The chairman indicated that information had been received from the General Motors Corporation to the end that their plants in Norwood and Cincinnati would probably reach a total peak employment on war production of 2100. This was in comparison to an estimated peak of 600 at the time of our last meeting. This new peak will probably be reached along in October or November of this year. Indications are that they will be comprised of 1900 production workers and 200 salaried and clerical personnel.

Conferences with the officials of the Wright Aeronautical Corporation in Cincinnati indicate that the expansion of their plant embodied in the recent award of $98,000,000 would probably not involve employment of as many workers as the official notice indicated. Company officials seemed to feel that the maximum number of additional workers would be 15,000 instead of 22,000 and that instead of 12,000 of these workers being women, probably not more than 7,000 would be in this group.

b. Washington Court House

The chairman informed the Committee that a contract for approximately two and a quarter million dollars had been awarded to the Aeronautical Products, Inc., at Washington C.H. for the manufacture of aircraft engine parts. Present indications are that labor needs will approximate 1,100 workers with about 400 of them expected to be women. This would be an unusual impact upon the agricultural area in Fayette County. Plans are already laid by the Employment Service to begin recruiting these workers.

c. Dayton

Information was given to the Committee concerning the labor market surveys prepared by the Employment Service and the Chamber of Commerce-Frigidaire Corporation. It was pointed out that these two surveys agreed in only one particular. This was to the effect that the total shortage of workers for the Dayton area now appeared to be in the neighborhood of 20,000. This includes the demand for civilian personnel at Wright and Patterson fields. The Committee was informed that a conference had been held with the Chamber of Commerce officials in Dayton, advising them of the impracticability of preparation of such surveys independently of the Employment Service. The Employment Service has been indicated as the labor supply arm of the war program and Government agencies depend upon this service for official information upon which housing and transportation plans will be based. Little can be gained by the presentation of an independent report by a local agency without either the indoresement or cooperation of the Employment

Service. An independent report will not be accepted.

The Employment Service is in the process of compiling information received from employers on the last ES-270 reports for the middle of June for the purpose of comparison with the similar statements in the Frigidaire-Chamber of Commerce survey. If employers have given the Employment Service substantially the same information secured in the other survey, there will probably be little difficulty in reconciling the two. If this is not true, it may entail another survey by the Employment Service to determine the authentic information for submission to Washington officials.

It is acknowledged that the objective of both groups is identical; namely, the relief of the housing and transportation situtation in Dayton. Members of the Committee presented statements indicating that housing in the Dayton area is deplorable. There seemed to be no rooms available for women, the preference being given to male workers. The chairman offered the information secured from the Dayton Chamber of Commerce officials to the effect that there are now under construction with private capital, 2,500 homes. An additional 2,500 have been approved by Federal Housing Authorities. It is estimated that there is a need for 6,500 more homes over and above these two items, or a total of 11,500 homes. In this connection, the Committee was advised of the award of two additional contracts to the Inland Manufacturing Company at Dayton, totaling some $4,700,000, and involving the employment of about 2,200 additional workers. It is expected that about 50% of these new workers will be women.

d. Marion

As a matter of information to the Cincinnati Committee and because the demands of the Marion area for workers will of necessity be partly supplied from the southern part of Ohio, figures concerning the demands of war projects at Marion were discussed. There are some 30,000 construction and production workers who will be required in the Marion area, and possibly 18,000 of these will have to be imported to that section. Certainly this extreme demand in what is normally an agricultural area will have a tremendous impact in southern Ohio and particularly in the Columbus area.

e. Agriculture

The total demand for agricultural workers in Ohio is not yet evident. So far as is known by the Employment Service, there have not yet materialized any demands which were not met. Farm workers in much greater numbers will be required during the harvest season which begins approximately from the first to the middle of July.

As a partial remedy for the agricultural demand, the Employment Service registered during April and May, 13,738 students who have not

yet finished their education but who would be available for farm employment this summer. During May a campaign was also conducted by the Employment Service to register high-school graduates. This registration made available 18,725 additional workers in the labor market. Not all of them will be eligible for farm employment, but certainly a considerable number would be eligible for this type of work.

To indicate the increased activity of the Employment Service in agricultural placements this year, it was pointed out that in May of 1941 the Employment Service in Ohio placed 493 workers on the farms, and in the same month of 1942, placed 1540. For the month of April, 1941, 612 were placed, and in April of 1942, 1228 farm placements were made.

III. Employment Practices

a. Troy

The chairman informed the Committee relative to disruptive hiring practices employed by the Waco Aircraft Company at Troy, Ohio. This company had advertised in 13 leading newspapers throughout the nation during the weeks immediately preceding May 16. The advertising called for such skills as aeronautical engineer, design layout man, detail draftsman, tool makers, tool designers, etc. Company officials stated that this campaign produced 2,272 replies. These replies were sent to a private employment agency in Dayton, Ohio, for classification and return to the company. Pooled interviews numbering 122 were held. This resulted in 42 hires up to and including May 7. Advice from the Manager of the local employment office would seem to indicate that this company has now been persuaded to discontinue such efforts in lieu of recruiting through the United States Employment Service.

b. Cincinnati

Through the Regional Office, our attention had been called to advertising of the Cincinnati Ball Crank Company which appeared in the Miami, Florida, papers. This advertising was for mechanics for war production work. Our Cincinnati Manager, Mr. Bird, contacted officials of the company for the purpose of persuading them to discontinue this sort of disruptive hiring practice. The personnel director of the company informed Mr. Bird that so long as he gets good people at the gate, he intends to hire in this manner and will give no particular consideration to referrals from the Employment Service. He also stated that he uses out-of-town advertising and will continue to do so. He further stated that he is not interested in using the facilities of the Employment Service as he does not want to commit himself on the subject of rates of pay. Further indication of lack of cooperation on the part of this firm was evidenced by referral of 100 girls to the personnel director of this company in the period from February to April, and only 12 referral cards were returned to the employment office. Subsequently, it was determined that 40 girls had been hired.

c. Previous report on Cincinnati War Production Program

Reference is made to the report of February 9, submitted by the U.S. Employment Service in Ohio, outlining in great detail the employment conditions and practices in Cincinnati and the indicated effect upon the war production program.

At this meeting, information was submitted by Mr. Tom Grace, representative of the Contract Distribution Division of the War Production Board which substantiates statements made in the previous Employment Service report. Mr. Grace stated that his office had been urging the various procurement agencies to place more contracts with Cincinnati employers outside the machine tool business. His contention was that there were plenty of machine facilities to absorb additional prime or sub-contracts. The correctness of his position was challenged on several occasions. Following these developments, he determined to make a survey of Cincinnati employers to learn first-hand whether they were operating at full capacity or whether they had facilities to absorb additional work.

So far a very small portion of the survey has been completed. Seventy-four firms were contacted, representing a total employment of less than 5,000 workers. These contacts covered only medium and small employers. From information secured in the plants, given by company officials, it was learned that for the week of May 16, 1942, there were idle machine hours to the total of 244,847, or nearly one-fourth million idle machine hours in one week. This computation was based not upon a 168-hour week, but upon only a 120-hour week. If it were computed upon a 140-hour, 160-hour, or 168-hour week, it is easily recognized how much more idle time would be revealed.

The Contract Distribution representative is engaged in a complete survey of the Cincinnati area on this basis and expects to present a final report of his findings to the next Area Committee meeting in July.

On the basis of this preliminary information, the Area Committee recommends that attention be given to facts revealed herein and that they be used as a basis for award of additional contracts in the Cincinnati area. Employment Service figures indicate that there are still approximately 24,000 unemployed workers in this area. Fourteen thousand of them are men and 10,000 are women. In the consideration of the full utilization of local labor supply, it would seem there is still a long way to go to utilize the normal supply of workers in the Cincinnati area, to say nothing of the potential supply of women who have not yet been brought into the labor market. In considering the maximum production effort for the total war program, it would seem that there is a reserve of both manpower and facilities in the Cincinnati area that is only partially used. We suggest that the figures above be considered in the light of the Employment Service report of February 9, and that some plan be devised whereby both the facilities and workers can contribute the maximum to the war effort.

IV. Training

a. Cincinnati

There still exist something over a thousand idle machine shop training stations in the Cincinnati vocational schools in spite of all efforts of the Employment Service, NYA, WPA, and the schools, to fill these courses. As an experiment, arrangements have been completed for the transfer of about 50 WPA workers from Portsmouth to Cincinnati for training. It is understood that these trainees will be displaced Wheeling Steel workers and that after training they will return for employment at the Wheeling Steel Company in Portsmouth. Some of the factors which handicap recruitment for the defense training classes are: (1) the Wright Aeronautical Corporation pays their trainees; (2) most Cincinnati employers give little preference to graduates of the defense training classes, and (8) many trainees are hired before their training is completed. This being true, it seems to indicate that the inexperienced worker can secure employment as easily without training as with it. This raises the question as to whether the course conducted is properly designed to satisfy the needs of the employers. In this respect, it has been extremely difficult to secure the cooperation of employers in giving adequate information around which the course should be built. The State Council of Administrators is attempting to remedy this situation.

b. Portsmouth

Cooperation between the Portsmouth School Board and the NYA authorities still is nil. Cooperation was broken off when the NYA authorities requested the school officials to compensate for repairs, maintenance, and overhead such as electric lights. It seems the schools have no instructions which would permit them to include such expenses while the NYA authorities maintain that their instructions indicate the schools should be billed for this expense.

None of the training now being done either by the schools or NYA in Portsmouth is pointed toward local demand.

c. Hamilton

The full use of the present machine shop equipment in the NYA training center, plus new equipment purchased by the public schools, will still fall short to the extent of about 400 in meeting the demand for machine operators for the next six months. Part of the facilities at the NYA center are being operated by the public schools. It is still a question as to how soon the new equipment purchased by the schools will arrive. Present facilities are in operation 160 hours per week. If the new equipment purchased by the schools arrives as expected, it will not be in operation early enough to provide more than one 3-month course in the present 6-month period. For the period ending October 15, 1942, it is estimated that there will be a shortage of 1,135 machine

shop trainees in the Hamilton area, based upon present prospects for training.

d. Middletown

The critical need in Hamilton for the use of all their available facilities to train for their own demand has necessitated the discontinuance of training at that point for Middletown employers. Additional equipment for machine shop expansion in the Middletown shcools is badly needed. It is understood that the U.S. Office of Education has approved the purchase of about $25,000 dollars' worth of machines. Every effort should be exerted toward the securing and delivery of this equipment in order to expedite war production with Middletown employers. If the shortage of equipment for machine shop training is not immediately overcome, the Aeronca Company will not be able to get into full production when their new machine shop is completed on or about July 1, 1942. It will therefore be necessary to devote one or two shifts of their own equipment to a pre-employment training course. This would divert much needed time from war production.

V. Transportation

The seriousness of the transportation problem in the Columbus-Marion-Dayton area was presented to the committee. Negotiations are under way in the separate communities to alleviate this situation, but without appreciable success at this time. The staggering of working hours has been adopted to some extent, but it is considered that the major relief will come only by additional transportation equipment.

VI. Next Meeting

The Committee adjourned to reconvene on Wednesday, July 15, 1942.

* * * *

Miss Anderson

Region V

FIFTEENTH CLEVELAND AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Tuesday, June 23, 1942

Present:

Marion A. Gregg, Chairman - Labor Supply Officer, USES
Frank W. Baldau - Regional Labor Supply Office, USES
Miss Elizabeth Magee - Executive Secretary, Women's Bureau, Department of Labor
A. W. Fischer - Regional Office, USES
Isaac L. S. Smink - Regional Office, USES
G. F. Millikin - Cleveland Ordnance District, U. S. Army
L. O. Mellen - Training-within-Industry, WPB
George A. Strain - Director, State Department of Industrial Relations
Nelson W. Hovey - Assistant Director, State Department of Industrial Relations
Mrs. Ethel Van Fossen - State Department of Industrial Relations
Edward J. Harris - District Director, WPA
Fred C. Wetzel - State Supervisor, Nat'l. Defense Vocational Training Projects, WPA
Arthur Wald - State Department of Education

I. Occupational Questionnaire

In April, 1942, the USES in Ohio began making use of the occupational questionnaire as filled out by Selective Service registrants in developing an occupational inventory of the needed skills and semi-skills for war contracts.

As of June 1, 1942, 230,128 questionnaires had been received of which 6,149 have been processed and filed. This recent innovation of assistance to the USES in securing the necessary number of qualified workers for essential war contracts has not at this early date been as successful in recruiting critical workers for war production as was anticipated. The greatest difficulty facing the Employment Service is their success, once they locate a critical worker through the use of the occupational questionnaire, in getting this critical worker to accept work with war contractors. These workers are now working on less essential and oftentimes commercial production, or beneath their highest skill.

The Employment Service in Ohio is making every effort to develop techniques that will assure greater success in the transfer of these critical workers to war production work. To date management is very reluctant to voluntarily release these critical workers and it follows in such cases that the workers are too often not willing to leave their present less essential work, especially when they do not have the full consent and encouragement from their present employers.

It is recognized that greater success is necessary in the transfer of workers from non-essential to war production. It may be that the

JUL 2 1942

establishment of priorities by individual contracts will partially assist; however, it is felt that more strigent priorities of materials for use in commercial production is a part of the answer before any compulsory measures are taken to secure these critical workers for the more essential war production.

Wages are quite often a factor in the transfer of critical workers. Some believe that the questionnaire of the older group, 45 to 65, will reveal a greater number of skilled workers than from the younger age groups.

The USES is planning to hold a series of meetings throughout Ohio which the personnel of the local offices working with all phases of recruiting labor will be directed to attend. These meetings will be held for the purpose of a thorough and all-out discussion of the problems of labor supply, principally directed to greater and more successful use of the occupational questionnaire with special emphasis on the proper approach to both the worker and present employers of these critical workers as disclosed by the occupational questionnaires; also to further the use of occupational analysis technicians in solving labor supply problems.

Information, and rather definite, indicates there are at the present time in Ohio too many critical workers still working on commercial production, also on less essential production. These workers must be recruited for war work. Pooled interviewing through USES is now being conducted by a major war contractor without advertising but by extensive use of the occupational questionnaire. Results are being closely watched and tabulated.

II. Employment of Females - 18 to 21 Years of Age

The present Ohio law governing the employment of females 18 to 21 years of age states in part, "Females 18 to 21 years of age are not permitted to work after 10 p.m. or before 6 a.m." A great many Ohio war contractors are and will continue to hire more female workers. One major expansion anticipates hiring during the next nine months 24,000 workers of which 17,000 will be women.

This plant has seniority arrangements and possibly one-half of the additional women will of necessity be new workers who were never before in the labor market. With no relaxation of the present State law to permit 18 to 21 year old females to work after 10 p.m., then the older workers will be compelled to work the "hoot-owl" shifts continuously.

There are those who believe that with additional work premiums these older workers will continuously work the second and third shifts. There are others that believe that the majority of the older workers, having established their seniority, will request a change-shift arrangement and/or demand the daylight shifts.

No doubt this problem will vary in different communities. Accordingly, the Director of Industrial Relations states that he much prefers to

handle these problems on an individual basis as he is now handling the non-application work permits, that is, expansion of the current work hours for females. It is felt that if labor and management concur, then the State Department of Industrial Relations will relax their present law and permit females 18 to 21 years of age to work between the hours of 10 p.m. and 6 a.m.

## III. Review of Recent Transportation and Housing Surveys

### A. Akron

A large percentage of the present Akron workers either walk to work or use present local public services. The Akron transportation officials state that they can expand present facilities to accommodate at least 10,000 additional workers. This, however, will necessitate the staggering of present work hours, and the delivery of 20 new buses now on order.

The anticipated demand for workers in the Akron area will necessitate increasing the interurban bus service. The extent of this increased interurban service will depend upon the ability of present and new workers to secure tires.

Goodyear Aircraft Corporation now has 3,500 cars parked in their parking lot over a twenty-four hour period, accommodating some 8,500 workers. There are an average of 2½ workers at the Goodyear Aircraft Corporation riding in each of the privately owned automobiles. 1,100 of their workers use the local bus lines and approximately 500 walk to work.

This company expects to add an additional 19,000 during the next ten months and, if so, the urban transportation system will needed to be expanded. This expansion can be met if the Akron Transportation Company receives the 20 new buses now on order; however, an expansion of the interurban bus service may be a problem. This service will be necessary to accommodate workers in outlying areas ten to twenty miles from the Akron city limits.

### B. Lima

The Allen County Civilian Defense Council is now undertaking a transportation survey covering all workers in Lima plants. Information now available indicates that of 9,000 employees in four major industries, 15 per cent use local buses, 18 per cent walk, and 67 per cent drive or ride with others in private automobiles.

Of the 6,000 who now use private automobiles, it is estimated that 17 per cent could wlak, 30 per cent could use the bus, and 53 per cent of 3,200 would still be dependent upon private cars.

These 3,200 commuters live within a radii of 5 to 30 miles as follows: 800 within 5 miles, 1,120 within 10 miles, 960 within 20 miles, and 320 within 30 miles.

Present plans include staggering of work hours and emphasis on the necessity of sharing your car with others. A recent survey indicates that private automobiles are averaging only 1.3 occupants per car. Labor, management, and USES representatives are making every effort to increase the percentage of 1.3 occupants per car.

C. Marion

Local bus facilities are adequate for present needs. The problem here is a question of providing transportation for approximately 18,000 production workers expected to be employed by the Scioto Ordnance Plant. Production employment at this plant is expected to begin about September 1, 1942. This plant is located four miles from the Marion city limits. Many suggested plans have been made, including the utilization of school buses, extension and expansion of present bus facilities, and the operation of commuter trains.

This ordnance plant is now in the process of construction and the present transportation plans are of a rather tentative and indefinite nature although there is realization of the seriousness of the transportation situation to accommodate the needed workers for this ordnance expansion.

D. Ravenna

A traffic study made by the Ravenna Arsenal covering 5,830 of their 12,942 workers shows that 90 per cent now depend upon private automobile transportation while only 8 per cent and 2 per cent use buses or walk to work. Private automobiles average 2.5 passengers per car and 39.9 miles per day.

Thirty-four per cent of the 2,249 drivers indicate that they could use present bus facilities if necessary. This would increase to 63 per cent if bus schedules were expanded. About half of the workers in the Arsenal commute from Akron, Kent, Newton Falls, Warren, and Youngstown.

E. Sandusky

A survey of the transportation situation indicates that 34 per cent of the estimated 7,000 war production workers live within two miles of their place of employment, but only 500 or 20 per cent of these employees now walk to work. Eighty-eight per cent of all war production workers live within a 10-mile radius, 7 per cent within a 20-mile radius, and 5 per cent within 30 miles or more. At this time 5,850, or 84 per cent of the total,

travel by private automobiles, 21 per cent of this number have no other means of transportation. Only 1,000 use public carrier facilities, although 4,000 could use these accommodations.

F. Sidney

A transportation survey recently made by the Sidney Civilian Defense Council shows 2,685 out of the 3,425 war production workers (78 per cent) commute to work from outside the city limits. Seventy-two per cent of these commuters live outside the county and travel from 26 to 80 miles a round trip daily. The remainder, living within the county but outside the city limits, make round trips of 16 to 28 miles each day. Employers have encouraged workers to share their cars, resulting in an average of 2.9 persons per automobile.

Community leaders and major employers partially realize the possible effects of tire and gasoline curtailments and civic inertia, the workers' attitude, inconvenient bus schedules, and legal complications of the public utilities laws have hampered the complete development of a community coordinated program.

IV. Recruiting of Agricultural Workers

USES efforts in the recruiting of agricultural workers during the past four months have to date proven very successful; however, by far the greatest need for farm workers is yet to come. A large percentage of the farm orders are being filled. The greater majority of those hard or impossible to fill in the main can be accounted for because of wages or living and working conditions. These difficulties in the successful recruiting of farm workers are being called to the attention of the agricultural employers.

The following three major attempts were made to recruit agricultural workers: 1) The use of the duplex return postcard to determine both the demand and the availability of workers on the farms for other farm work; 2) The registration of high school youth, especially those sixteen years of age or over, in 1,134 public, private, and parochial schools throughout Ohio; 3) Constant liaison with local farm groups such as AAA, Agricultural Extension Agents, etc. Also radio and news releases.

The self-registration program of high school youth is now paying dividends. For example, we have in Ohio several major acreages of cherries the harvest of which is being done almost entirely by high school youth. At one of these acreages we have established a camp to accommodate some 250 boys to pick cherries. This camp is located adjacent to the cherry acreage and three miles from a large city which is the home of these high school youth.

Facilities at this camp are so set up as to combine the harvesting of this crop with a vacation for the boys. The employers, Hi-Y, Y.M.C.A., State Highway Department and Highway Patrol, together with the USES, are assisting with this temporary migratory camp.

A more recent innovation soon to begin is the use of a certificate in all Ohio newspapers. This certificate is in the form of a newspaper block, set up by the use of cuts and/or mats which directs all persons, especially those now working and willing to devote part of their time when not working on war production, to voluntarily make themselves available during their leisure hours for agricultural employment, even for three or four hours a day.

This mat reads in part, "Mail or bring this certificate to the United States Employment Service at the address below." The cut shows the signature of the applicant and his telephone number and address. The last line of this cut reads, "I am available for farm work on the following days and hours." This certificate is headed, "I, AN AMERICAN, STAND READY TO HELP!"

V. Akron Survey (Akron, Ohio)

As previously reported, Akron industries will require some 30,000 workers during the next nine months, of which approximately 20,000 will be women. In order to determine more definitely the availability of workers locally to meet this demand, their need for expanded and additional transportation facilities, and the care of children, an extensive survey is about to begin covering the entire county in which Akron is located. This survey is being developed by labor, management, relief organizations, transportation officials, and the USES. Financial sponsorship is by the Summit County Defense Committee.

Approximately 1,250 persons will personally visit over 86,000 homes and assist in filling out a carefully designed questionnaire covering the points mentioned above. The progress of this survey is being followed very closely by the local USES office, also the Central and Regional office of USES.

The type, nature, and results of this survey will no doubt be of great assistance in developing the pattern for any and all future surveys of this magnitude that may be found necessary in Ohio.

Regional Labor Supply Committee, June 23, 1942.

VI. Next Meeting

The committee members will be notified of the next Cleveland Area Labor Supply Committee meeting at a later date. The tentative date is set for Tuesday, July 14, 1942.

* * * * *

8/5/42 Miss Anderson

V
Kentucky Area

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Louisville -- July 3, 1942

## LABOR RECRUITMENT

### Shortage of Machine Shop Workers, Louisville

The shortage of workers in machine shop occupations in Louisville is becoming serious and will be more critical unless preventive measures are taken.

ACTION: It was moved that the Manpower Commission be requested to designate Louisville as a critical area in machine occupations. However, request is to be withheld pending a conference of employers tending toward a voluntary agreement to control hiring through the ES as a centralized recruiting agency for critical occupations. If such voluntary agreement is not reached, the request to the Manpower Commission is to be made immediately.

### Occupational Questionnaires and Negotiated Transfers

The ES has been checking on occupational questionnaires to locate workers in critical occupations in non-essential industries. Little success has been met in negotiating transfers. Some enforcement regulation appears to be necessary before essential transfers can be effected. The present method of voluntary cooperation puts the burden on the cooperating employer and none on the employer not inclined to cooperate.

## DEFENSE TRAINING

### Signal Corps Mechanic Learner Training Program

This training program is making it difficult to recruit trainees for pre-employment training classes because the Signal Corps trainees are paid from $85 to $120 per month while training. Question was raised as to the responsibility of the Committee and the ES in recruiting workers for the Signal Corps.

It was the consensus of the group that the main responsibility is with agriculture and industry as specific requests for training for war industries should be given preference over recruitment for Signal Corps trainees, but in the absence of specific requests or commitments, no preference should be given in recruiting trainees for the different programs.

It was pointed out that trainees for the Signal Corps are being recruited from other States, and there is no difficulty in maintaining the quota. It was also cited that the ES is requiring farm hands to sign statements that they are not engaged in essential farm work before they are referred to training classes.

COMMUNITY PROBLEMS

Housing Situation, Camp Breckinridge, Kentucky

Crowded conditions are creating a serious health problem. The Secretary was instructed to investigate the situation further and take necessary action.

EMPLOYMENT OF WOMEN

Training of Women to Take the Place of Men

It was the consensus of opinion that women should be trained to take the place of men as they leave for the armed forces or move into war production rather than trained as competition to men in seeking employment in occupations employing men.

Field Management Division
United States Employment Service
July 28, 1942

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Louisville - July 28, 1942

## DISRUPTIVE RECRUITING PRACTICES

### Labor Piracy

A conference of employers is to be held within the next week in an effort to prevent labor piracy by a cooperative arrangement for hiring workers. It is the consensus of war employers that there should be an enforced agreement and that they will be glad to operate under it.

Field Management Division
United States Employment Service
September 9, 1942

Miss Anderson 8/28/42
- E n W

V

KENTUCKY AREA MEETING
REGIONAL LABOR SUPPLY COMMITTEE
Louisville, Ky.
July 28, 1942

Present:

R. F. Kirk, Apprenticeship Representative, Louisville
Harold G. Wilson, Division of Vocational Education, Frankfort
John W. Smith, Work Projects Administration, Louisville
Mr. Burkhalter, Work Projects Administration, Louisville
Deitsell Bement, National Youth Administration, Louisville
Colonel I. D. Brent, Regional Representative of Manpower for War Dept., Cleveland, Ohio
C. D. Riefkin, United States Employment Service, Frankfort
Harry H. Hansbrough, Jr., Labor Supply Officer, USES, and Executive Secretary of the Committee
W. H. Fraysure, Director for Kentucky, USES, Frankfort
Prentiss M. Terry, War Production Board, Louisville
H. H. Jeffries, Veterans Placement Representative, Louisville

The meeting was called to order at 1:15 P. M. at the Kentucky Hotel in Louisville.

The Secretary introduced Colonel Brent, Regional Representative of the Manpower of the War Department, for the Michigan, Ohio, and Kentucky area, and invited him to take up any matters which he might wish to discuss. Colonel Brent inquired about labor needs of various companies in Louisville and the steps taken to meet the needs. The Secretary reported that ----

The need for workers at the Indiana Ordnance Works and the Hoosier Ordnance Works at Charlestown, Indiana was being met satisfactorily---- Reynolds Metal has been meeting their needs by in-plant training---- Training for the Jeffersonville Boat Company to meet their need for welders is being given at various points throughout the State, and permission has been granted to go into New York City to hire unemployed shipfitters and other shipyard workers ----- Curtiss-Wright's need for workers will be met by training----The need for workers in skilled occupations at the Westinghouse Naval Ordnance Plant will present difficulty since many of the occupations are those in which there is no local or national supply and in which training cannot be given; however, the needs in the lesser skilled occupations will be met by training.

Critical Occupations

A partial list of workers needed in Kentucky during the next few months in various critical occupations and the names of the companies needing the workers was submitted by the Secretary. A total of 436 workers in occupations in which there is no supply will be needed. Some are in highly skilled occupations such as machinists, technicians, engineers, tool makers, etc; others can be supplied through training and upgrading.

AUG 8 1942

Employers' Conference and Labor Piracy

The Employers' Conference which was agreed upon at the last meeting will be held during the next week in an effort to prevent labor piracy by a cooperative arrangement for hiring workers. The Labor Supply Officer stated that he had talked to a number of war employers during the past few days and that they felt there should be some kind of enforced agreement, and that they would be glad to operate under it.

In connection with labor piracy, the Manpower Commission's newspaper release of July 16 was read and discussed. This release set out the policies of the Commission concerning labor pirating among war employers and outlined plans and procedures for the designation of "critical labor areas" in which workers in certain occupations might be hired only through methods approved by the Government.

In discussing the matter, Colonel Brent stated that it was desirable that as far as possible such matters be settled on the lowest level.

The Secretary pointed out that while the files of the United States Employment Service showed a supply of workers, these were principally in the unskilled occupations; further that Kentucky workers had not had an opportunity to attain skills because of the few industries in the State requiring the skills now in demand.

Occupational Questionnaires

The United States Employment Service has had very little success in negotiating transfers from non-essential to war industries as a result of the occupational questionnaires. Colonel Brent stressed the fact that care should be taken to check with employers since frequently workers were unaware that they were working on war products. The Employment Service representative stated that it was the policy to consult with the employer in all instances. In connection with a discussion concerning essential civilian activities, Colonel Brent stated that a list of essential civilian industries and activities was at all Selective Service Boards.

Training to Employer Specifications

The Secretary reported that employers in Kentucky are now realizing the necessity of training and that labor is not unlike material--- when an order is filed if the employer expects to get the best labor available he should make his needs and specifications known sufficiently in advance so that the workers may be trained accordingly. Training is now being given for specific employers according to their specifications.

Shortage of Workers in Coal Fields

There is at present and in the near future a shortage of several thousand coal workers in Eastern Kentucky. This situation is caused by several factors: Migration of workers to war industries in other areas---- Habit of miners to work subsistence farms during normal slack season in summer months. This year miners were called back early in the summer, but many who have planted crops are unwilling to return to the mines until their crops are harvested in the fall. ----lack of housing facilities which prevents workers from other areas from coming into the territory. Mining workers from Western Kentucky could possibly be transferred to the area if housing were provided. Selective Service has been holding meetings throughout Eastern Kentucky to determine the need for deferment of mining workers.

Manpower Commission

The indications are that the Manpower Commission is ready to move and it is expected that definite information will be available within a few days. The future status of this Committee is not known; however, there is a probability that it will serve under the regional committee, according to Colonel Brent.

Other Problems

Colonel Brent was asked if there were any other problems he wished to discuss and he mentioned the following: ----minority problem--- employment of women----migration of workers in and out of the area and its effect on the labor market and whether it is affected by advertising -----cooperation of various agencies with the Employment Service---- training program, specific training for specific individuals for specific jobs ----housing situation in Kentucky. He stated also that he was interested in the location of war contracts in places with adequate facilities and workers, in moving plants from areas in which there are housing and labor shortages, and in knowing of areas in which civilian production should be curtailed in order to alleviate the labor shortage. The following information was offered by the Secretary:

> The committee has on previous occasions considered the minority problem, and is of the opinion that discrimination against the employment of negroes in Louisville is at a minimum.----There is at present no critical need of employment of women. A number of firms in Louisville are employing women in machine occupations and unions have shown no unfavorable attitude.----Migration is no problem in Louisville, except outmigration because of employers' reluctance to recognize that they are not dealing in a local, but a national labor market in shortage occupations.-----Newspapers have cooperated with respect to advertising by out of state

employers but have not been approached concerning local advertising----Training is now being given for specific occupations according to specifications of employers.---- The housing problem is of no serious concern except in Morganfield and that will shortly be alleviated since the peak of construction will be reached in August.

Contact with Ordnance

Heretofore it has been the policy in dealing with ordnance to contact the State Liaison Officer. Colonel Brent said that he would prefer that as far as possible matters be taken up with ordnance people at the lowest level.

There being no further business, the committee adjourned at 4:00 P.M. to meet again at such time as is needed.

Harry H. Hansbrough
Executive Secretary

D

LABOR SUPPLY COMMITTEE - MINUTES (1941) REGION VII

IN REPLY REFER TO
FILE NO.

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Court House
Chicago, Illinois
September 6, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find copy of the minutes of the fifth meeting of the Sixth Regional Labor Supply Committee held on Wednesday, September 3, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee, Region VI

Enclosure

MINUTES - REGIONAL LABOR SUPPLY COMMITTEE

(Region VI)

FIFTH MEETING

The fifth meeting of the Sixth Regional Labor Supply Committee convened at 10 a.m., September 3, 1941, in the NYA Conference Room, 16th floor, Civic Opera Building, 20 North Wacker Drive, Chicago, with the following members in attendance:

Eugene J. Brock, Labor Supply Officer, Regional Office

Paul Mertz, Office of Production Management, Training Within Industry

Sara Southall, Representative, Minority Groups, Office of Production Management

James V. Swanson, District Manager, U. S. Civil Service Commission

Lester A. Brown, Chief, Regional Supervisor of Training and Reemployment, WPA

H. T. Widdowson, Field Agent, Training for National Defense, U. S. Office of Education

S. C. Campbell, Defense Training, NYA

J. Herschel Campbell (alternate), Apprenticeship Unit, U. S. Department of Labor

In addition to Committee members others in attendance were as follows:

H. W. Teichroew, Field Agent, U. S. Office of Education

Ruth A. Berman, Associate Economic Analyst, Bureau of Employment Security

Chester W. Hepler, Assistant Regional Representative, Bureau of Employment Security

Lawrence E. Zeitz, Assistant Regional Representative, Bureau of Employment Security

Alvin M. Rucker, Associate Special Representative, Bureau of Employment Security

Julian W. Baer, Technical Representative, U. S. Employment Service Division

Ralph Hoover, Bureau of Employment Security

C. John Russell, Informational Representative, Region VI

Leo Werts, Associate Director, Illinois State Employment Service

Walter Parker, Field Supervisor, Illinois State Employment Service

Richard B. Calhoun, Employer Relations Representative, Illinois State Employment Service

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETINGS

There being no corrections or amendments to the minutes of the meetings held on August 14, and August 20, 1941, the following action occurred:

MOTION: Moved by Mr. Swanson, seconded by Mr. Mertz that the minutes of the meetings held on August 14 and August 20,1941, be approved as written.

Motion Carried.

II. REPORT OF THE ACTING CHAIRMAN ON THE MEETING OF REGIONAL LABOR SUPPLY OFFICERS IN WASHINGTON, D. C.

Mr. Brock stated that the prime objective of the conference was to evaluate the present set-up and to determine improvements which might make it more effective. Reports of activities in other Regions indicated that problems are similar over the entire country. It is recognized by everyone that under the present voluntary system there are definite limitations to what may be done in establishing an orderly labor market. It is interesting to note that practically everyone in attendance at the conference subscribed to the principle that employer's cooperation should be on a voluntary basis,yet all felt that the present method of dealing with labor supply problems is not successful and that

some measure of compulsion must necessarily follow.

Mr. Brock advised that the recommendation of the Sixth Regional Committee made at the meeting held on August 14, 1941, that national employers groups and the newspaper publisher's national organization be contacted to enlist their cooperation in preventing harmful advertising for workers, was favorably discussed at the conference and early action may be expected.

It was announced that a statement outlining the relationship between State Councils of Administrators for Defense Training and Regional Labor Supply Committees was in process of preparation and would be issued in a few days. This action also resulted from a recommendation from this Committee.

Other matters discussed at the conference were, the necessity for prompt action where workers are to be dismissed because of material shortages and the transfer of workers from non-defense to defense industries.

III. UNFINISHED BUSINESS AND REPORTS OF SUB-COMMITTEES

(1) Sub-Committee on Reports from State Administrative Councils. (Sub-Committee members: Widdowson, J. H. Campbell, Hepler).

The report of the sub-committee (copy attached) was read and met with the Committee's approval. The reports from the State Councils which resulted from the questionnaire forwarded by the Sub-Committee were also read and discussed. The following items received particular attention by the Committee:

(a) The failure of all three Councils to keep minutes of their meetings.

(b) That Indiana has not yet organized all local councils. (The report stated that at least twenty local councils have been organized and are functioning in the larger cities.)

(c) T he Illinois report that it was felt that the quality of trainees is not in line with the demands of industry and that trainees in NYA Work Experience Centers are of much better quality than those trained in vocational schools.

(d) The statement in the Illinois report that the Council had appointed a representative to set up standards for the selection of trainees for machine shop courses which would limit the age range of trainees and number of Negro trainees.

At the conclusion of the discussion the Committee took action as follows:

MOTION: Made by Mr. Mertz, supported by Miss Southall, that the sub-committee be made permanent, with authority from the Committee to contact the State Councils regarding their operations as revealed by reports - to receive reports from the State Council periodically and to advise the Committee of matters which require official action.

Motion Carried

MOTION: Moved by Mr. Campbell, seconded by Mr. Widdowson, that the Sixth Regional Labor Supply Committee recommends to the Labor Supply Branch that they urge the Director of Defense Training to instruct State Councils to compile minutes of each regular meeting held.

Motion Carried

(2) Report from Miss Southall on discrimination against Negroes in Indianapolis.

At the meeting of the Committee on August 20, 1941, action was taken delegating Miss Southall to arrange a conference in Indianapolis with a view to clarifying the situation in respect to the employment of Negroes.

Miss Southall reported that in view of the fact that the Indiana Employment Security Agency had not notified Mr. Clarence Jackson, Chairman of the Governor's Committee on Discrimination, of the situation

in Indianapolis it had been decided in a discussion with the Acting Chairman that action by the Committee should be postponed until the State people had an opportunity to work on the problem. However, Mr. Jackson participated in the radio program, "Midwest Mobilizes" on Station WBBM, Chicago, Thursday, August 28, 1941, and since Miss Southall was also a guest on this program she had an opportunity to meet Mr. Jackson and discuss the Indianapolis situation.

The Indiana agency is at present engaged in analyzing the skills of Negro applicants and will shortly furnish the Regional Office with a report. This data will also be submitted to Mr. Jackson so that he may be informed of the true situation. It is believed the State agency and the Governor's Committee will be able to jointly handle this matter and persuade employers to utilize the skills ofmany qualified Negro workers.

(3) Sub-Committee on Disagreement between State Council of Administrators and WPA in Wisconsin (Sub-Committee members Brown and Hepler).

Mr. Brown reported for the sub-committee and advised that the issue outlined in the above subject had been discussed in The WPA administrative office in Washington and was later referred to Colonel McSherry for an opinion. Colonel McSherry pointed out that State Councils were provided with official administrative procedures and that this point was covered therein and provided that the State Employment Service make all referrals of defense trainees except those coming from WPA rolls, such trainees to be referred directly by WPA. The procedures also provide for a report to the Employment Service of all WPA trainees referred and this furnishes proper statistical control. Colonel McSherry further stated that it was his wish that these procedures be strictly followed in Wisconsin.

MOTION: Made by Miss Southall, seconded by Mr. Mertz, that the Wisconsin State Council of Administrators for Defense Training be advised by letter from the Acting Chairman that in response to their letter of August 2, 1941, Colonel McSherry had requested that official procedures be followed in the referral of WPA workers to defense training classes.

Mr. Brown further advised that this matter was being discussed in Wisconsin by WPA officials and the State Council and he felt that a satisfactory working agreement would be reached.

(4) Report from Acting Chairman on Proposed Conference of Employment Security Supervisors.

The Acting Chairman reported that tentative plans have been made to hold a conference of Employment Security Supervisors from Regions V and VI in Detroit, Michigan, on September 18 and 19, 1941, in accordance with the Committee's recommendation at their meeting on August 20, 1941.

The Committee will be advised when plans are definite, and the results of the conference will be announced at the first meeting held by the Committee, following the conference.

IV. READING AND ACTION ON OPEN ITEMS ON THE DOCKET OF MOTIONS PASSED BY THE COMMITTEE

The Committee was advised of all correspondence, bulletin comment, and official action taken in the Region and in Washington with respect to the various motions passed since the Committee was organized.

Following the reading and discussion of these motions the Committee went on record as follows:

MOTION: Moved by Mr. Mertz, seconded by Miss Southall, that it is recommended to the Labor Supply Branch and other agencies concerned that action taken by the Committee at previous meetings, in accordance with the various motions which are to be again recorded in the minutes of this meeting, be again considered by the Labor Supply Branch and other agencies. It is further urged that appropriate action be taken to formulate policy in accordance with these recommendations.

Motion Carried.

The previous action referred to is as follows:

7-22-41 "Resolved - that the Sixth Regional Labor Supply Committee recommends to the Labor Division of the Office of Production Management the insertion of a clause in all future defense contracts requiring the holders of such contracts to use the facilities of the State Employment Service, affiliated with the United States Employment Service exclusively in recruiting workers outside their immediate labor market areas."

8-5-41 "Mr. Hepler read Mr. Brock's letter of August 1, 1941, to Mr. Carpenter in which suggestion was made as to action required by OPM in advising employers of the necessity for accurate information and the further suggestion that representatives delegated to solicit information be provided with proper credentials. The Committee concurred in Mr. Brock's recommendations and felt that the minutes of this meeting should reflect the Committee's recommendation that prompt action be taken in accordance with Mr. Brock's suggestions.

8-5-41 "Motion - That this Committee recommends to OPM that the State Employment Services should be designated as the only agencies authorized to secure statistical information with respect to labor requirements and all defense contractors should be advised accordingly."

8-5-41 "Motion - That the Committee go on record as recommending to the Office of Production Management the location of new defense plants in the southern Illinois area."

8-14-41 "Motion - That we comply with Mr. Flemming's request to undertake a test of these suggested procedures on a small scale and that careful consideration be given to the recommendations included in the Labor Supply Officer's memorandum of August 6th addressed to the Bureau of Employment Security. (See memorandum of August 6th)."

8-14-41 "Motion - That the Committee urge the Chief of the Labor Section of the Office of Production Management to approach the National Association of Manufacturers, the United States Chamber of Commerce, and the American Newspaper Publisher's Association with a request for their co-operation to establish voluntary control and regulation in the matter of advertising for labor in local communities by outside concerns."

V. DISCUSSION OF PROBLEMS ARISING FROM UNEMPLOYMENT INCIDENT TO MATERIAL PRIORITIES.

(1) Report by Walter Parker - representing Martin P. Durkin, Illinois Department of Labor.

The Illinois Department of Labor has undertaken to assist Illinois employers who are faced with the prospect of a shut-down by reason of lack of material for use in manufacturing non-defense items. Mr. Walter Parker who has been in charge of this work for the Department described the situation in Decatur, Illinois, where sixteen small manufacturing concerns employing about 4,000 workers are faced with a complete shut-down in the near future.

Employers in Decatur were invited to organize and form a Committee for action in obtaining defense contracts. Plant facilities including all machinery and available labor supply was listed by each concern interested in securing contracts and these were later pooled to form a master schedule for all employers in the locality. The results of these surveys are mimeographed and three copies forwarded to each of 72 Federal agencies and branches in the country interested in obtaining plant facilities. When bids on specific items are prepared, the plant engineers of the various companies consider total facilities in the area rather than those of an individual plant. This service which began in Decatur is being rapidly extended into other industrial communities in Illinois.

Mr. Parker pointed out that prior to the organization of the communities by the Department of Labor no employer knew where to go to obtain a defense contract. Most of them assumed that a contact with the Defense Contract Service of OPM would suffice, and they were surprised to learn that information relative to their facilities and ability to

manufacture defense items should be submitted to 72 agencies or branches.

The Committee expressed appreciation to Mr. Parker for the report and it was the concensus of the group that the approach made by Mr. Durkin's office is sound and should produce results favorable to the labor market and to the defense program as a whole.

2. Action of Labor Supply Officer in Meeting Situations Within the Region.

Mr. Hepler advised the Committee that allState Employment Security Agencies had been notified of Mr. Flemming's statement made at the Committee meeting on August 20, 1941, regarding the urgency of the problem of placing workers who are released by reason of material shortages. The letter written to State agencies under date of August 27, 1941, was read to the Committee and a copy is attached hereto.

VI. DISCUSSION OF PROBLEMS FACING THE COMMITTEE WITH RESPECT TO HIRING PRACTICES WHICH DISCRIMINATE AGAINST MINORITY GROUPS

(1) Miss Southall's Report

Miss Southall related numerous cases of discrimination which had been brought to her attention subsequent to the last meeting and related the action taken or contemplated to remedy the situations.

The most serious case involves the Buick Motor Company plant in Chicago. It is alleged that the Buick representative hired approximately 700 trainees who had been trained for their plant at the Illinois Institute of Technology but failed to hire Negro and Jewish students who had been trained in the same class. Some Jewish students were hired and to date information as to the exact number is not available. When the picture is complete the B'nai Brith and the Urban League plan a joint protest and will release publicity. A national magazine is preparing a story and will present interviews with trainees who charge

discrimination. It was Miss Southall's judgment and the Committee concurred that this situation required action at the Federal level.

(2) The Employment Service Cooperating with Employers in Discriminatory Hiring Practises.

A lengthy discussion ensued regarding the fact that most State Employment offices are a party to discriminatory practises when they recognize employers' prejudices and fail to refer qualified workers who are not acceptable to employers because of their race, religion, or national origin.

As an illustration of the extent to which employers go in specifying race and/or religious limitations when they place orders for workers a report prepared in the Chicago Central Placement office covering current orders in one Department for one day was reviewed and discussed by the Committee. (Copy of this report is attached.)

The Committee felt that it was inconsistent for the Office of Production Management and the Bureau of Employment Security to give lip service to the President's order on discrimination and at the same time to permit State Employment Services affiliated with them to aid and abet employers in discriminatory hiring practices.

(3) Fair Employment Practice Committee

Miss Southall stated that the Fair Employment Practice Committee planned to hold hearings on discrimination on the West Coast during the latter part of September. She suggested that since the Committee would be passing through Chicago it might be helpful to request them to hold hearings here prior to the West Coast engagement.

The result of the discussions on the minority group problem

was action by the Committee as follows:

MOTION: Moved by Mr. S.C. Campbell, seconded by Miss Southall, that this Committee recommends to the Labor Supply Branch and the Bureau of Employment Security that a regulation be adopted prohibiting State Employment Services from withholding referral of workers to employers holding defense contracts because of restrictions of race, religion, or national origin, directly specified or implied by such defense contractors.

Motion Carried.

MOTION: Moved by Miss Southall, seconded by Mr. Brown, that the Acting Chairman be instructed to communicate with the Bureau of Employment Security requesting the adoption of a regulation setting forth a policy governing the referral of workers to non-defense employers parallel with the recommended policy relative to non-discrimination by State Employment Services in the referral of workers to defense contractors.

Motion Carried.

MOTION: Moved by Miss Southall, seconded by Mr. Mertz, that this Committee requests the Labor Supply Branch to arrange for hearings by the Fair Employment Practices Committee on discriminatory hiring practices in Chicago during the month of September, 1941.

Motion Carried.

## VII. REPORT OF REGIONAL ECONOMIC ANALYST

### (1) Ability of Plants to Increase Production

Mrs. Berman advised the Committee that in reviewing information received from various sources it was indicated that many plants could increase the production of defense materials without considerable expansion of present plant facilities. Firms in this Region are using from 7% to 100% of their facilities on defense production with very few devoting all facilities to defense.

(2) Lay-offs due to Shortage of Raw Silk

Raw silk shortage has caused the lay-off of 750 workers employed by the Oscar Heineman Corporation, Chicago, manufacturers of silk thread. The State agency is making a special effort to place these workers and the Regional Office is being currently informed of their progress.

(3) Information Regarding Defense Trainees

Mrs. Berman advised the Committee that information regarding the disposition of trainees following completion of defense training courses was at present scattered among several agencies and she suggested that it would be desirable to have this information centralized in local employment offices. Mrs. Berman outlined a procedure by which this might be accomplished.

The Committee agreed that it was desirable to have such information centralized and readily available. The following action was taken:

MOTION: Made by Miss Southall, seconded by Mr. Brown, that the Sixth Regional Economic Analyst be instructed to work with the State agencies in this Region in installing and maintaining records of defense trainees after they have completed training courses.

VIII. OTHER BUSINESS AS SUGGESTED BY COMMITTEE MEMBERS

(1) Defense Training Problem

The Committee discussed the type of individuals receiving defense training and the fact that the schools were reluctant to eliminate trainees during the training period although in many instances it is obvious that individuals are not trainable and will not be employed in the classifications for which they are trained.

The discussion resulted as follows:

MOTION: Moved by Mr. Widdowson, seconded by Mr. Teichroew, that this Committee recommends to the Labor Supply Branch that they consult with Federal officials responsible for defense training and suggest that they formulate policies and establish standards of trainability which will bring about a more careful evaluation in the referral, acceptance and retention of defense trainees.

(2) Complaint Regarding the Recruiting Practices of Buick Motor Company

A letter from the Goss Printing Company was read to the Committee. In this letter the management of the Goss Printing Company complained that the Buick Motor Company was recruiting their workers engaged on defense work. The Committee suggested that the Acting Chairman forward a copy of the letter to Washington and to the Illinois agency for possible discussion with Buick officials.

(3) Suggestion by the Indiana Agency

Under date of August 27, 1941, J. Bradley Haight, Assistant Director of the Indiana Employment Security Agency addressed a letter to the Labor Supply Officer in which a procedure was suggested for the improvement of labor supply in skilled metal-working occupations. The letter was read to and discussed by the Committee. The Committee recommended that the letter be forwarded to the Labor Supply Branch with a copy to Mr. Dooley of TWI.

NEXT MEETING OF THE COMMITTEE

Mr. Mertz invited the committee to hold their next meeting in the Conference Room in his office and offered the following motion:

MOTION: Made by Mr. Mertz, seconded by Mr. Campbell, that the next meeting of the Sixth Regional Labor Supply Committee be held on Wednesday, September 17, 1941, at the TWI offices, Room 1441, CivicOpera Building, 20 North Wacker Drive, Chicago.

Motion Carried.

ADJOURNMENT

Moved by Mr. Brown, seconded by Mr. Mertz, that the meeting adjourn.

Adjourned at 4:30 P. M.

## ANALYSIS OF ORDERS PENDING IN COMMERCIAL DIVISION

## CENTRAL PLACEMENT OFFICE, CHICAGO, BY RELIGIOUS PREFERENCE

(Such Preference Was Specified by Employers Without Solicitation)

August 27, 1941

| Unit | Total Orders | Specif. Gentiles | Specif. Cath.-Prot. | Specif. Jewish | Items Left Open |
|---|---|---|---|---|---|
| C-1 (Stenographers) | 130 | 41 | 11 | 2 | 76 |
| C-2 (Typists) | 115 | 56 | 20 | - | 39 |
| C-3 (Bookkeepers) | 145 | 16 | 14 | 10 | 105 |
| C-4 (Sales) | 126 | 6 | - | - | 120 |
| C-5 (Juniors) | 153 | 84 | 5 | 6 | 58 |
| C-6 (Professional) | 93 | 26 | - | 2 | 65 |
| TOTALS | 762 | 229 | 50 | 20 | 463 |

The following letter was sent to the Wisconsin and Illinois Agencies as well as the Indiana Agency.

356 U. S. Court House
Chicago, Illinois
August 27, 1941

Colonel Everett L. Gardner,
Director, Employment Security Division,
141 South Meridian Street,
Indianapolis, Indiana

Dear Colonel Gardner:

At a meeting of the Sixth Regional Labor Supply Committee held on August 20, 1941, Mr. Arthur S. Flemming, Chief of the Labor Supply Division of OPM, advised the Committee that the displacement of workers arising from the imposition of labor priorities was considered by OPM to be the nation's number one labor supply problem.

Mr. Flemming pointed out that this problem was serious first, because each day of a worker's idleness meant loss of man-power sorely needed for defense and, secondly, because widespread unemployment due to shut-downs resulting from the defense program might seriously affect the morale of our people.

In view of the seriousness of this problem it is requested that you immediately plan to accelerate the movement of workers who are laid off because of material shortages into the plants of employers holding defense contracts. This office is not at present prepared to furnish you with detailed procedures for effecting a rapid transfer of workers, but we do ask that you give priority to this task in your local offices and make local office personnel aware of the importance of this problem.

The following suggestions may be helpful to you in planning your activities:

1. The administrative office should have immediate notice of anticipated mass lay-offs. Regular reporting procedure will not provide state administrators with sufficient time for planning. It is suggested that local offices be instructed to advise the administrative office daily by phone or wire of situations which may require special attention.

2. In case of large mass lay-offs a member of the State administrative staff or a Supervisor should be assigned to the problem until all workers are finally transferred to other employers. In some instances it may be possible to assign one or more members of the regular local office staff to this task, relieving them of all other duties for the period of the emergency.

3. State and local Councils of Administrators, TWI officials, and State or Regional Occupational Analysts should be consulted and full use should be made of training facilities and occupational information insolving their problems.

4. All employers in the immediate area where the lay-off occurs should be contacted and their cooperation enlisted in an effort to effect speedy transfer of workers. In some instances employers may be willing to relax specifications in order to assist in the effort to prevent widespread unemployment and it is suggested that workers being transferred from plants affected by material priorities be given special referral cards of distinguishing color or form in order that employers may recognize these as special cases which he has agreed to accord preference in hiring.

Additional instructions from the United States Employment Service Division and/or from OPM will be forwarded you in the near future and it is expected that these will be more specific than the suggestions we offer herewith.

I n order that the Labor Supply Committee may be currently informed we ask that you keep us advised of each problem as it arises, the methods you use in effecting the transfer of workers and the result of your efforts. Also please feel free to call on this office or any member of the Labor Supply Committee for assistance at any time.

Very truly yours,

Eugene J. Brock
Labor Supply Officer

By_____
Chester W. Hepler

Mr. Eugene J. Brock
Acting Chairman
Labor Supply Committee

Chicago, Illinois
August 27, 1941

Sub-Committee - Councils of State Administrators
Mr. Widdowson
Mr. Campbell
Mr. Hepler

Methods of Securing Required Information from Councils of State Administrators.

Your sub-committee considered the three alternative methods of securing required information from Councils of State Administrators for National Defense as suggested by the Committee at their meeting on August 20, 1941, namely,

(1) To call a joint meeting of State Councils;

(2) Committee members to attend a regular meeting of each Council;

(3) Prepare a questionnaire to the three State Councils requesting specific information regarding their activities.

It was unanimously agreed that it was important to secure information for presentation at the next meeting of the Committee and time would not permit attendance at meetings. The sub-committee therefore drafted a form requesting information which it was believed would be of value to the Committee. The State Councils were requested to reply to a set of specific questions and reports are now at hand for your consideration.

The sub-committee believes there is much to be said for the suggestion that Committee members visit regular meetings of State Councils to observe them in action and to learn of their needs at first hand. The Committee might consider the advisability of having the Acting Chairman delegate various members to visit these meetings from time to time and report to the Committee. Visits might also be made to the meetings of other bodies interested in various phases of the Labor Supply problem.

Mr. Eugene J. Brock -- 8/27/41

In addition to the information considered important to receive from the State Councils, the sub-committee concluded that certain information might well be transmitted to the Councils by the Committee, this information to be used by the Councils in planning training programs.

The following information was suggested:

(1) Regional labor supply needs - broken down by industries and contracts.

(2) State labor supply needs - by cities - and their trade territories.

(3) Functioning information - needed to plan necessary training programs.

(4) National needs - in terms of tight labor markets.

(5) Information relative to new contracts coming into an area.

The sub-committee suggests to the Committee that the Regional EconomicAnalyst be requested to consider this subject and to plan a reporting program which will keep State Councils periodically informed on matters of labor supply and demand taking into consideration data already available from agencies represented on State Councils and furnishing only that information which may not be obtained from sources within the States.

Harold T. Widdowson

J. Herschel Campbell

Chester W. Hepler

8454

Labor Supply Branch Circular #6

Issued:
September 4, 1941

ORGANIZATION AND PROCEDURE
FOR
REEMPLOYMENT OF DISPLACED WORKERS

In order that all the labor and productive resources of the country may be utilized to the fullest extent possible in the Nation's defense effort, all energies will be directed toward the assurance of continued employment of workers and plant capacity which are threatened with dislocation as a result of the imposition of priorities on basic raw materials and the curtailment of civilian production. The Office of Production Management has established Defense Industry Advisory Committees and Defense Labor Advisory Committees for certain commodities and industries. Other such committees will, no doubt, be established in the future. In order that there may be a complete understanding on the part of all interested in these problems, and that there be a pooling of common information, the maximum use of these groups should be made in solving these problems. The facilities of labor and management, including the above committees and their regional, state or local counterparts and government agencies, will be utilized through the allocation of defense contracts and subcontracts to critically affected areas, through the retraining or additional training of workers for defense occupations, and through the transfer of workers to defense jobs.

In achieving this objective the Labor Supply Committee, Labor Division, Office of Production Management, has assigned to constituent and cooperating agencies the following responsibilities:

Each constituent agency in Washington will immediately notify the Executive Secretary of the Labor Supply Branch of the impending or actual displacement or dislocation of workers resulting from priorities or other reasons. The Executive Secretary will promptly inform agencies concerned of this probable or actual dislocation of labor.

PRIORITIES BRANCH will cooperate with the Defense Contract Service of OPM in locating the critical areas, and will recommend places and plants where additional defense contracts or subcontracts are needed to alleviate a severe displacement problem, and will attempt to get additional defense production allocated to such areas.

LABOR RELATIONS BRANCH will work with representatives of organized labor in meeting displacement problems which involve seniority both in the lay-off procedure and in making agreements for rehiring; and will assist in developing their cooperation and participation in registration and reemployment through the Employment Service, adjustments in connection with the transfer of workers from the jurisdiction of one union to another union and any other problems in which trade union policies, procedures or structures are involved.

DEFENSE TRAINING will secure the establishment of special training courses for those workers requiring retraining or additional training to prepare them for employment in defense occupations.

TRAINING WITHIN INDUSTRY will encourage industry to take the initiative in and responsibility for developing training on the job within its own plant in order to shorten time of adapting replaced workers to the new job.

UNITED STATES EMPLOYMENT SERVICE will secure adequate information about displaced workers necessary for their reemployment, and will effect the transfer of such displaced workers into defense jobs or to defense training as indicated.

ACTING CHAIRMAN OF REGIONAL LABOR SUPPLY COMMITTEE

A. Will obtain through the State Employment Services full information about the whole local displacement problem including local labor market conditions and will secure the registration of workers and their transfer to defense jobs.

B. Will arrange for the management representative to assume the responsibility for working with employer and management groups to assure their active participation in and support of the reemployment efforts.

C. Will arrange for the labor representative to assume the responsibility for securing the full cooperation and participation of leaders of organized labor in working out the details of reemployment.

D. Will arrange for the Defense Training representative to assume the responsibility for securing the cooperation of the State Board of Vocational Education, the local Board of Education, NYA, WPA, or other officials, to the end that all facilities will be made available for any necessary special training classes.

E. Will inform the Executive Secretary of the Labor Supply Branch the results of the reemployment effort, and will make suggestions and recommendations as to further action.

SELECTIVE SERVICE

The Executive Secretary will inform the Selective Service System regarding workers who should be allowed to retain a deferred classification that they may have by virtue of their present occupation and by the skills needed in the capacity to which workers will be transferred.

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
September 23, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find copy of the minutes of the sixth meeting of the Sixth Regional Labor Supply Committee held on Wednesday, September 17, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman,
Labor Supply Committee, Region VI

Attachment

MINUTES - REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

SIXTH MEETING

The sixth meeting of the Sixth Regional Labor Supply Committee convened at 10:10 a.m., September 17, 1941, in the TWI Conference Room, 14th floor, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois, with the following members in attendance:

Eugene J. Brock, Labor Supply Officer, Regional Office, Acting Chairman

Paul Mertz, Office of Production Management, Training Within Industry

Sara Southall, Representative, Minority Groups, Office of Production Management

James V. Swanson, District Manager, U. S. Civil Service Commission

M. M. Hanson, Apprenticeship Unit, U. S. Department of Labor

Don D. Lescohier, Department of Labor, Bureau of Labor Statistics

Fowler McCormack, President, International Harvester Company, Representing Management

Austin H. Scott, Field Assistant in Negro Employment and Training Branch, Labor Division, OPM

J. Herschel Campbell (alternate), Apprenticeship Unit, U. S. Department of Labor

Mary Anderson (alternate), State Administrator, NYA

Fred H. Morlan (alternate), State Director of Training and Reemployment, WPA

H. W. Teichroew, (alternate), Field agent, U. S. Office of Education

Major L. W. Warfel, Liaison Officer between Selective Service Administration and Labor Supply Committee.

In addition to Committee members others in attendance were as follows:

Ruth A. Berman, Associate Economic Analyst, Bureau of Employment Security

Chester W. Hepler, Assistant Regional Representative, Bureau of Employment Security

Alvin M. Rucker, Associate Special Representative, Bureau of Employment Security

Julian W. Baer, Technical Representative, U. S. Employment Service Division

Ralph Hoover, Bureau of Employment Security

C. John Russell, Informational Representative, Region VI

Paul H. Jordan, Informational Officer, OEM

Mr. Frye, Representative, Contracts Distribution Branch, OPM

Mr. Kane, Illinois State Board for Vocational Education

John Gross, Labor Supply Officer, Region XI

Mrs. Nellie Miles, Federal Security Agency

Daniel Glass, Federal Security Agency

C. A. Carlson, Assistant Director, National Defense Training Program in Chicago Schools

Mr. Pearson, Assistant to Informational Representative, Illinois State Employment Service

## I. INTRODUCTION OF NEW MEMBERS

Members of the Committee recently appointed and other members who were attending a Committee meeting for the first time were introduced by the Acting Chairman. It was announced that the following persons had been invited to membership since the last meeting but no notice of their acceptance had been received and they were not present at the meeting:

H. T. Heald, President, Illinois Institute of Technology, Chicago, Illinois

D. B. Prentice (alternate), President, Rose Polytechnic Institute, Terre Haute, Indiana

II. CONSIDERATION AND APPROVAL OF MINUTES OF THE LAST MEETING

There being no corrections or amendments to the minutes of the meeting held on September 3, they were declared approved as submitted.

III. REPORT TO THE COMMITTEE ON THE DETROIT CONFERENCE

The Committee was informed that the meeting in Detroit attended by the Acting Chairman and Mr. Hepler was the second conference of labor, management and government officials called to consider the problems arising from the displacement of workers in the automobile industry.

The most important consideration was with regard to the transfer of workers from non-defense to defense production and the protection of the worker's seniority rights in instances where the defense job is in a different plant than that in which the employee has earned seniority.

Five points of agreement were reached by management and labor representatives as a result of the discussions. This agreement will be issued by OPM as a national policy governing the transfer of workers in the automobile industry, with such variations as local conditions require.

IV. REPORT OF THE SUB-COMMITTEE APPOINTED TO DEAL WITH STATE COUNCILS OF ADMINISTRATORS FOR DEFENSE TRAINING

Mr. Hepler reported for the sub-committee. He stated that the sub-committee had met and considered a procedure to obtain current information from State Councils regarding defense training programs in the States. It was decided that if all Councils would agree to keep minutes of their meetings and forward copies, the information furnished would be sufficient for the Committee's purposes without the necessity of special reports.

Accordingly, a letter was directed to each Council member under date of September 9, requesting minutes of each meeting. The Indiana Council responded and furnished minutes of a meeting held on September 15. The minutes were

read to the Committee and it was noted that the Council felt the need for prompt information with regard to defense contracts, material shortages, priorities, etc. It was the concensus of the Committee that recent organizational changes and new procedures now being instituted would facilitate the flow of information to State Councils.

V. REVIEW OF ACTION TAKEN BY THE COMMITTEE AT PREVIOUS MEETINGS, STANDING AS OPEN ITEMS ON THE DOCKET

(1) The Committee's recommendation that labor priorities be established by OPM was found to have received no action to date. According to information received from the Bureau of Employment Security this matter is being considered for favorable action by OPM.

(2) The resolution favoring a discussion with national trade associations and newspaper associations to encourage an agreement on indiscriminate advertising for workers is still without action at the Federal level. Mr. John Russell, Regional Informational Representative, Social Security Board, reported that this matter was discussed at a conference of State agency Informational Representatives in Chicago on September 8 and 9. Mr. Huse, Federal Representative attended this meeting and stated he would take steps to act on the Committee's recommendation immediately upon his return to Washington.

(3) The request that the Fair Employment Practices Committee hold hearings on discriminatory hiring practices in Chicago during September was open on the docket. Miss Southall reported that Mr. Earl Dickerson, a member of the Fair Employment Practices Committee was in Chicago and had authority from the Committee to hold hearings and take evidence regarding discrimination by the Buick Motor Company.

VI. REPORT ON MINORITY GROUP PROBLEMS

Miss Southall reported that the Buick situation is still holding the

spotlight. Buick officials contend that they hired 70 Jewish workers out of approximately 700 trainees from the Illinois Institute of Technology. This number representing 10% of the total is in excess of the proportion of Jews to total population in the area and therefore charges of discrimination are unfounded. Miss Southall further stated that Mr. Miller of Dr. Alexander's staff was in Chicago conferring with Mr. Wilson of General Motors Company.

Mr. Scott also reported on this situation and stated that there was still reluctance on the part of General Motors to hiring Negroes.

Mr. Scott advised the Committee regarding his work with employers and labor organizations. He described a situation in Joliet where Negro building trades workers were denied employment although in some instances the workers are members in good standing of white union locals. The difficulty arises when these workers are referred by their business agents to Joliet locals and fail to receive clearance through the locals having jurisdiction in the Joliet area.

The Committee authorized Mr. Scott to confer with the Joliet business agents as a representative of the Committee.

VII. REPORT ON PROPOSED CONFERENCE OF FIELD SUPERVISORS

The Acting Chairman advised the Committee that conflicting meetings in Washington during the week beginning September 15, had made it necessary to postpone the proposed conference of Field Supervisors. The meeting will be arranged for a future date and the Committee will be kept advised when definite arrangements are completed.

VIII. REPORT OF REGIONAL ECONOMIC ANALYST

The Analyst reported briefly on the labor situation in La Crosse and Sturgeon Bay, Wisconsin. It was stated that a proposed ship-building program in Sturgeon Bay would require 500 to 600 workers. Transportation is poor in this area and there is no skilled labor supply within a reasonable distance

of the project. The management of the ship-building company is apparently not concerned about the problem. The Wisconsin agency has recently completed a labor market survey of the area and the Council of State Administrators for Defense Training is prepared to function when the management indicates the classifications in which trainees will be acceptable.

Mr. Mertz inquired regarding the training of ship loftsmen and Mr. Carlson, Assistant Director of National Defense Training in Chicago schools, who was present at the meeting, advised that a course which had been in progress for the past six months had recently graduated fifty trainees. The entire class found employment in ship-building yards throughout the country.

Mr. Mertz reported on the situation which existed in Evansville, Indiana at the time of his visit on Monday, September 15. A conference was held in Evansville to discuss the placing of a portion of a large defense contract with Servel, Inc., by the Emerson Electric Co., St. Louis, which has the prime contract. The Emerson Electric Co. is CIO organized and Servel operates as an open shop. Some difficulty has been encountered by reason of this fact. Due to erroneous information regarding the time of a meeting held by OPM representatives on September 10, the Labor Supply Officer was not represented and no report of the results of this meeting have been received. The Committee requested that the Labor Supply Officer take steps to secure the information.

Material priorities are expected to affect many small cities in Illinois including Kankakee, Quincy, Algonquin, and Aurora. Labor market surveys are being made in these areas and appropriate action will be taken by the Labor Supply Officer to avert, if possible, the displacement of workers.

Mr. Baer advised the Committee of a pending layoff in the radio and radio parts industries in Chicago. This situation will receive the immediate attention of the Labor Supply Officer.

Inquiry was made regarding the Manitowoc, Wisconsin, situation. Mrs. Berman reported that a total of 914 workers were laid off between November, 1940, and September, 1941, by the Aluminum Goods Manufacturing Company of Manitowoc and Two Rivers.

Layoffs at the Aluminum Goods Manufacturing Company will continue each week and will be spread throughout the plant. Officials of the company stated that they were in no position to estimate the numbers or types of workers to be released. Their uncertainty as to their operations is due to the following reasons:

1. Although the Company received a contract for 130,000 army canteens and was allotted 125 pounds of aluminum for this purpose, this aluminum allotment was recently withdrawn.

2. No word has yet been received on the outcome of a bid on 1,000,000 army canteens.

3. Work on the contract recently received for 1,000,000 shell casings will not be started until plant facilities are converted.

4. Priorities on materials used in the production of a variety of civilian products will affect workers now engaged in this work.

The Wisconsin Aluminum Foundry Company which at present employs 114 people laid off 27 and expects further reductions because of additional cuts in the allotment of aluminum for the manufacture of pressure cookers.

Approximately 50% of the workers already laid off by the Aluminum Goods Manufacturing Company and the Wisconsin Aluminum Foundry Company have either found other employment or have withdrawn from the labor market. About 35% of the employees in these plants are usually women. It is expected that it will be increasingly difficult for the remaining workers who have been and will be laid off to find other employment in the community. The workers who have been absorbed by other industries have been those with the skills currently in demand. The workers who lack these skills and who are in the upper age brackets are

not likely to find employment, particularly since it is indicated that priorities will curtail employment in other industries in the area.

IX. STATE AGENCY PROBLEMS REFERRED TO THE COMMITTEE

The Indiana agency referred three labor supply problems to the Committee for consideration and possible assistance. The situations described were as follows:

(1) The Universal Gear Company of Indianapolis reports a shortage of engine lathe operators. The company is constantly losing machinists and machine tool operators to other concerns who pay these workers a premium wage to serve in supervisory capacities. The Company does not look with favor on job dilution since they fear the practice will raise production costs and force them to operate at a loss.

(2) Three machine shops in Richmond, Indiana, namely, The Indiana Tool Company, the Knowles Company and The National Automatic Tool Company are operating at less than capacity due to their inability to secure highly skilled workers. The agency believes a cooperative arrangement might be effected between the three companies whereby skilled workers could be pooled to increase production of defense materials. It is also thought that upgrading, and job dilution should be put into effect in the three plants. The agency has attempted to convince the employers of the need for action but without success. Hence, they refer the situation to the Committee for recommendation or action.

(3) Delco-Remy Company, Anderson, Indiana, is receiving nearly the entire output of the Philip Cook and Sons, a tool and die shop in Anderson. The latter plant could expand their production and could possibly add another shift if they could secure an additional twelve toolmakers. The agency attempted to interest the Delco-Remy Company in the situation to the end that they would loan engineering personnel to Philip Cook to work out a plan for job dilution similar to those in operation in the Delco-Remy plant. The Delco-Remy Company has not responded and the agency inquires, — "whether the failure to produce as much as they could by Philip Cook Company is a local problem between them and their customer, Delco-Remy, or is it a question of greater production for National Defense and above Delco-Remy's passive interest."

With respect to the first two cases, discussion resulted in action as follows:

MOTION: Moved by Miss Southall, seconded by Mr. Mertz, that these problems be referred to a TWI representative in the area and to the Occupational Analysis Section of the Bureau of Employment Security for joint action in assisting the agency in dealing with these situations, and to report the results to the Committee.

MOTION CARRIED

With respect to the third case it was decided that the Committee should have additional information in order to plan action and the Labor Supply Officer was instructed to communicate with the agency and upon receipt of information to take all necessary steps to resolve the situation.

X. LABOR DISPLACEMENT DUE TO MATERIAL PRIORITIES

The Acting Chairman briefly outlined the situation with respect to the effect of material priorities on labor supply. The necessity for cooperative action by Contracts Distribution Division, Priorities Division, and the Labor Supply Branch in these situations was emphasized.

Mr. Frye of the Contracts Distribution Division was present and explained to the Committee the work he is doing in organizing employers in local communities to expedite the assignment of defense contracts. The Committee questioned Mr. Frye at length regarding the duplication which resulted from his independent action in securing information from employers regarding the labor market situation.

The Committee took the following action:

MOTION: Moved by Miss Southall, seconded by Mr. Scott, that an official communication be addressed to local Directors of the Contracts Distribution Service and the Priorities Division requesting a conference for the purpose of working out joint procedures and policies in respect to dealing with the related problems of contracts, priorities and labor supply with the Region.

MOTION CARRIED

XI. LABOR PROBLEMS AT THE CRAB ORCHARD PROJECT

The Acting Chairman advised the Committee that Mr. Cornelius Doorn, Consultant, National Resources Planning Board had intended to submit a problem in labor relations at Crab Orchard. Mr. Doorn found it impossible to remain for the meeting and the Acting Chairman submitted the following problem:

A jurisdictional dispute is threatened between CIO and AFL unions in the construction of a forty million dollar plant at Crab Orchard, Illinois. The fee to joint unions is very high and many qualified workers are unable to pay the fee.

The Committee felt that in view of the fact that no labor member had been appointed to Committee membership this matter should be referred to the Labor Division of OPM with a request that a representative be assigned to discuss this situation with labor leaders concerned, and the Acting Chairman was instructed to communicate with Washington.

(NOTE: Subsequent to the meeting, information has been received that this situation is now resolved and there is no need for further action.)

XII. OTHER BUSINESS AS SUGGESTED BY COMMITTEE MEMBERS

1. Information requested by Illinois agency

Miss Southall stated that an individual had recently called at the International Harvester Company plant and sought information for OPM regarding the percentage of Negro workers to the entire personnel now employed by the Company. Miss Southall inquired whether this type of information had been ordered.

Mrs. Berman replied that the agency was asked to determine as follows:

(a) do they require additional help
(b) if so, in what occupations
(c) will they hire Negroes in these occupations

The information we are requiring is not the same as Miss Southall reports is being gathered and Mrs. Berman agreed to consult with agency officials.

2. Illinois, House Bill No. 621

Miss Southall presented the copy of a bill passed by the last Illinois legislature and approved July 22, 1941, which provided penalties for defense contractors found guilty of discriminatory hiring practices.

The Committee agreed that this Act, if properly enforced, could be useful in Illinois in solving minority group problems. The Acting Chairman was instructed by the Committee to contact the Illinois Department of Labor to ascertain the status of this legislation and steps which are being taken for its enforcement.

3. Relationship of State Councils of Administrators for Defense Training to Regional Labor Supply Committees.

Copies of the memorandum outlining the above subject relationship were distributed to the Committee and the contents were discussed. It was agreed that this memorandum clarified the relationship and provided proper procedures for clearance between the two groups.

4. Report of the Kenosha Meeting

Mr. Hepler summarized for the Committee the meeting held In Kenosha, Wisconsin, on September 15, 1941, between management, labor and government representatives to discuss the displacement of workers in the Kenosha-Racine area.

The Priorities Branch and Labor Supply representatives jointly addressed a memorandum to Washington recommending that this area be certified for negotiated contracts because of the serious unemployment problem which would shortly result from material shortages.

A seven point agreement was reached by the representatives as follows:

1. It was agreed that the Kenosha-Racine employment problem can only be solved by securing defense contracts.

2. In order to accomplish this objective employers will attempt to secure contracts by cooperating fully with the new Contracts Distribution Divisions of the Army, Navy, and O.P.M.

3. It is expected that as a result of the report filed today by the representative of the Labor Division the area will be certified as eligible for inclusion under new procedures facilitating the placing of defense contracts in areas suffering from "priorities unemployment".

4. Procedures for transfer, the problems of interim/unemployment and retraining programs will be discussed at a later meeting following the change in the defense contract situation.

5. The Kenosha group will endeavor to solve its problems of transfer, reemployment, etc., within general plan developed in Detroit.

6. The local group will endeavor to develop a procedure under which men, who are not employed at their highest skill may be transferred on a loan basis to defense employers in the Kenosha-Racine area.

7. The group agrees to meet on call to carry through these policies and procedures.

The Committee was advised that if this area is favored with extensive defense contracts there may be an interim period of from two to six months during which there would be a considerable number of layoffs of workers who would later be absorbed in defense production. Inthis event it is considered desirable to grant a temporary favorable priority rating to producers of non-defense items who will take up the slack in employment.

The Committee agreed and took the following action:

MOTION: Moved by Mr. Mertz, seconded by Mr. J. H. Campbell, that the Acting Chairman be authorized to communicate for Committe with OPM, Priorities Branch, through proper channels, when in his judgment the granting of temporary favorable priority rating to firms producing non-defense items will prevent widespread unemployment while plants are preparing to produce defense materials.

MOTION CARRIED.

5. Proposed Inventory of Labor Resources

The Committee read and discussed the proposed procedures submitted with Mr. Carpenter's memorandum of September 8, 1941. After extensive discussion the following action occurred:

MOTION: Moved by Mr. Mertz, seconded by Miss Southall, that the Acting Chairman advise the Bureau of Employment Security on behalf of the Committee as follows:

The Committee is in agreement with the proposed plan with the exception of Item I, "National Advertising of Shortage of Critical Occupations," and would favor such advertising only if the following are adhered to:

1. Advertisements for workers under no consideration should refer to the section or sections of the country in which the shortage of workers prevail. It was felt by the Committee that to state that there were openings for machinists in a certain State would mean that machinists would migrate from all parts of the country to that State without contacting the Employment Service.

2. National advertising should be used in recruiting in critical occupations only after OPM has established a system of labor priorities in order that the Employment Service may "screen" applicants before referral to eliminate those who are presently employed in important defense industries.

MOTION CARRIED

6. Letter from Arthur Flemming regarding further use of material resulting from Blackout Study.

The contents of the above subject letter were discussed. The Committee instructed the Acting Chairman to comply with Mr. Flemming's request and to call on the Committee members for assistance when required in assisting employers to expand their operations.

7. Information Regarding Procedure to be followed in Obtaining Birth Certificates

The material received from OPM on this subject was submitted. The Committee could see no point in the members having this information but felt it should be distributed to city and county officials for their information. As a result the following action was taken:

MOTION: Moved by Mr. Mertz, seconded by Mr. Campbell, that the Acting Chairman transmit the opinion of the Committee to the proper authorities in Washington.

MOTION CARRIED

8. Apprenticeship Problems in South Bend, Indiana

Mr. J. H. Campbell reported that the situation presented by the Indiana agency several weeks ago and referred to him by the Committee had received his attention and his field man now reported that management and labor were working out the apprentice problem to the mutual satisfaction of all concerned.

9. Policy With Respect to the Release of Information regarding Community Surveys.

Mr. Russell, Informational Representative of the Social Security Board had written the Labor Supply Officer as follows:

"The suggestion is made that the Labor Supply Officer and the Labor Supply Committee consider the advisability of establishing a rule that information obtained as a result of any survey that may be requested by the Labor Supply Officer and/or the Committee be kept confidential and not made the basis of any public announcement by the agencies or individuals conducting the survey until such time as the purpose of the survey has been accomplished.

"It is further recommended that all such information be kept confidential by all concerned until such time as the Labor Supply Officer shall deem it advisable to make the following known to the public:

(a) that a certain survey is being conducted;
(b) the purposes of the survey;
(c) the results of the survey.

"It is quite possible that a survey requested by the Labor Supply Officer and/or the Committee will not produce the necessary information in the first instance, and those making such a survey may be asked to return to their sources of information for additional statistics to accomplish the purposes desired. If in the interim premature public announcement is made relative to the information obtained in the first instance, such action might become embarrassing and thwart the objectives of the Committee in conducting the Labor Supply Program."

The Committee acted on this suggestion as follows:

MOTION: Moved by Mr. Mertz, seconded by Mr. Teichroew, that Mr. Russell's recommendation be acted on favorably and that the Acting Chairman communicate with all agencies concerned advising them of the adoption of this policy.

MOTION CARRIED

10. Reported Shortage of Power Sewing Machine Operators

Mr. Mertz reported that he was advised that firms in Chicago with War Department contracts are being penalized because of failure to fulfill contracts in the time specified. They are unable to fulfill contract terms due to shortage of power sewing machine operators.

It was suggested that there were a number of power sewing machine operators available in Chicago who are now working on WPA projects, or who have acquired their experience in this manner, but that employers will not accept these workers in some instances because of color prejudices or because they maintain that these workers had not been trained to work with sufficient speed for their demands. Mr. Morlan of WPA stated that the WPA would install high speed machines in their centers if it could be found that by giving training on these machines the workers could receive employment in private industry.

Mr. Rucker of the Bureau staff advised the Committee that he was at present making a survey in the Chicago Central Placement Office and could include the classification of power sewing machine operator in the study to determine whether there was available a supply of workers in this classification or whether the Committee should recommend defense training classes for this purpose. The

Committee's action was as follows:

MOTION: Made by Miss Southall, seconded by Mr. Scott, that the TWI office is requested by this Committee to obtain information relating to the demand for power sewing machine operators and that the Regional Office of the Bureau of Employment Security is requested to obtain data regarding the supply of such operators. Following an analysis of this data, the Labor Supply Officer is empowered to recommend appropriate action in the name of the Committee.

MOTION CARRIED

XIII. ARRANGEMENTS FOR NEXT MEETING OF THE COMMITTEE

The Acting Chairman stated that the next meeting of the Committee would be held on October 1 in the Conference Rooms of the Illinois Division of Placement and Unemployment Compensation, Room 414, Merchandise Mart, Chicago, Illinois.

XIV. ADJOURNMENT

There being no further business the Committee adjourned at 4:40 p.m.

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
October 6, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the seventh meeting of the Sixth Regional Labor Supply Committee held on Wednesday, October 1, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee, Region VI

Attachment

MINUTES - REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

SEVENTH MEETING

The seventh meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m., October 1, 1941, in the Conference Rooms of the Illinois Division of Placement and Unemployment Compensation, Room 414, Merchandise Mart, 222 West North Bank Drive, Chicago, Illinois, with the following members and their alternates in attendance:

Eugene J. Brock, Acting Chairman, Labor Supply Officer, Region VI

Don D. Lescohier, Department of Labor, Bureau of Labor Statistics

Austin H. Scott, Field Assistant in Negro Employment and Training Branch, Labor Division, OPM

Lt. Commander R. J. Twyman, Civilian Personnel Officer, U. S. Navy

H. T. Heald, President, Illinois Institute of Technology

Major L. W. Warfel, Liaison Officer between Selective Service Administration and Labor Supply Committee

James V. Swanson, District Manager, U. S. Civil Service Commission

Lester A. Brown, Chief, Regional Supervisor of Training and Reemployment, WPA

Harold T. Widdowson, Field Agent, U. S. Office of Education

E. H. Adriance (alternate), Training Within Industry, OPM

Mary Anderson (alternate), State Administrator, NYA

In addition to Committee members others in attendance were as follows:

Chester W. Hepler, Assistant Regional Representative, Bureau of Employment Security

Ruth A. Berman, Associate Economic Analyst, Bureau of Employment Security

Alvin M. Rucker, Associate Special Representative, Bureau of Employment Security

L. E. Zeitz, Clearance Representative, Bureau of Employment Security

Ralph Hoover, Bureau of Employment Security

Julian W. Baer, Technical Representative, U. S. Employment Service Division

C. John Russell, Informational Representative, Region VI

Major William J. Mather, Ordnance Service, War Department

J. Vernon Johnston, Field Representative, Apprenticeship Unit, U. S. Department of Labor

John J. Lamb, Training Within Industry, OPM

I. INTRODUCTION OF NEW MEMBERS

Lt. Commander Twyman and Mr. H. T. Heald, new Committee members were introduced.

II. CONSIDERATION AND APPROVAL OF THE MINUTES OF THE LAST MEETING

There being no corrections or amendments to the minutes of the meeting held on September 17, they were declared approved as submitted.

III. REVIEW OF ACTION TAKEN BY THE COMMITTEE AT PREVIOUS MEETINGS, STANDING AS OPEN ITEMS ON THE DOCKET

At the meeting held on September 17 the Committee after discussion of House Bill No. 621 providing penalties for racial discrimination by employers with defense contracts instructed the Labor Supply Officer to communicate with the Illinois Director of Labor to ascertain what steps had been taken or were contemplated to enforce this legislation.

The Committee was advised that a communication had been received from Martin Durkin in which it was stated that the Department was having cards printed for posting in employers' places of business and that samples of these cards would be forwarded to the Regional Office when they were available.

The Committee inquired regarding motions passed at previous meetings recommending action to the Labor Supply Committee. They were particularly concerned with important recommendations which had been re-referred on

September 3, 1941, and which had not received any action or comment from OPM.

A discussion culminated in the following action:

MOTION: Moved by Mr. Swanson, seconded by Mr. Lamb: That the Acting Chairman call to the attention of the National Labor Supply Committee the various motions passed; that the National Labor Supply Committee be requested to advise the Regional Labor Supply Committee, Region VI, of their reactions to the Regional Committee's proposals and whether favorable action may be expected at an early date.

MOTION CARRIED

Following Regional Committee actions were ordered referred:

7-22-41 "Resolved - that the Sixth Regional Labor Supply Committee recommends to the Labor Division of the Office of Production Management the insertion of a clause in all future defense contracts requiring the holders of such contracts to use the facilities of the State Employment Service, affiliated with the United States Employment Service exclusively in recruiting workers outside their immediate labor market areas."

7-22-41 "Resolved - that the Sixth Regional Labor Supply Committee recommends to the Labor Division of the Office of Production Management 'that for purposes of recruitment, labor priorities be established parallel with material and equipment priorities, as a guide to State Employment Services in the referral of workers in instances where two or more defense contractors are attempting to recruit skilled labor in identical occupational classifications.'"

8-5-41 "MOTION: That this Committee recommends to OPM that the State Employment Services should be designated as the only agencies authorized to secure statistical information with respect to labor requirements and all defense contractors should be advised accordingly."

8-14-41 "MOTION: That the Committee urge the Chief of the Labor Section of the Office of Production Management to approach the National Association of Manufacturers, the United States Chamber of Commerce, and the American Newspaper Publisher's Association with a request for their cooperation to establish voluntary control and regulation in the matter of advertising for labor in local communities by outside concerns."

9-3-41 "MOTION: That this Committee recommends to the Labor Supply Branch and the Bureau of Employment Security that a regulation be adopted prohibiting State Employment Services from referring of workers to employers holding defense contracts because of restrictions of race, religion, or national origin, directly specified or implied by such defense contractors."

9-3-41 "MOTION: That the Acting Chairman be instructed to communicate with the Bureau of Employment Security requesting the adoption of a regulation setting forth a policy governing the referral of workers to non-defense employers parallel with the recommended policy relative to non-discrimination by State Employment Services in the referral of workers to defense contractors."

IV. COORDINATION OF LABOR SUPPLY COMMITTEE, PRIORITY DIVISION AND CONTRACTS DISTRIBUTION DIVISION OF OPM THROUGH THEIR AREAS

The Acting Chairman again reviewed the need for close coordination between the three OPM Divisions interested in problems of labor displacement arising from material shortages. The Committee was advised that Mr. Hertz, Regional Coordinator of OPM activities, had been contacted and agreed to call together representatives of the Labor Supply Committee, Contracts Distribution Division and the Priorities Division, on Thursday, October 2, in order to discuss plans for unified action in the Region.

V. TRAINING FOR CRAB ORCHARD LAKE MUNITIONS PLANT

Mr. Lester Brown, representing the WPA, outlined the problem now being encountered at the Crab Orchard Lake Munitions Plant where 7,000-8,000 workers will be required for operations following construction of the plant. It is necessary to immediately begin plans for training workers for this plant, but to date it has been impossible to secure information from the Sherwin-Williams Company, which will operate the plant, regarding the number of workers they will require, the classifications or the specifications of the jobs.

It was pointed out that this situation is similar to that at Wilmington, Illinois, where Sanderson and Porter and the DuPont Company are beginning to operate munitions plants. In this instance, information has consistently been denied and the employers have advanced as a reason the fact that the War Department would not permit them to give out information. Attempts have been made to deal with this problem by contacting the Chief of Ordnance in Washington, but replies received from that quarter are to the effect that the Army Officers in the local area have complete authority to furnish or withhold information in accordance with their best judgment.

It was agreed that there was need for negotiations between OPM and the Army Ordnance Department in order to provide a policy which would enable the agencies interested in labor supply to obtain required information for their purposes. Therefore, the following action resulted:

MOTION: Moved by Miss Anderson, seconded by Mr. Widdowson: That the Regional Labor Supply Officer be instructed to communicate with the National Labor Supply Committee in the name of the Regional Labor Supply Committee, Region VI, requesting that negotiations be conducted with the Army Ordnance Department to provide a national policy that will enable representatives of the Labor Supply Branch to secure information relative to anticipated labor needs in shell, shell-loading and ammunition plants.

MOTION CARRIED

It was further stated by the Committee that in order to eliminate excessive demands on employers, agencies represented on the Labor Supply Committee should in each instance where they require information from employers clear through the Office of the Labor Supply Officer before contacting an employer to determine whether the required information is available as a result of reports received from the State Employment Service.

MOTION: Moved by Mr. Brown, seconded by Miss Anderson: That the Committee instruct the Labor Supply Officer to secure all the necessary and pertinent information with respect to the Crab Orchard project and to provide agencies interested in defense training with this data.

MOTION CARRIED

Following the motion the Acting Chairman requested Mr. Julian Baer to contact the local Army Ordnance officers and work with the State Employment Service in an effort to obtain anticipated labor needs at the Crab Orchard plant.

## VI. REPORT ON COMMUNITIES AFFECTED BY LABOR DISPLACEMENT

The Committee was advised of the situations throughout the Region as follows:

### KENOSHA

We are advised that the Kenosha-Racine Area has been or is about to be certified by the Priorities Branch for negotiated contracts. Latest reports do not indicate that new contracts have been received by employers in this area. A press report indicates that the Racine plant of Nash-Kelvinator Corporation is about to lay off all workers now engaged on a trailer order which has been completed. This will affect approximately 900 workers, 200 of whom will be employed in the Kenosha plant replacing 200 workers there over whom they have seniority.

### JANESVILLE

The Committee was informed that some 2,000 workers in General Motors plants in Janesville might be laid off in the near future as a result of the limitation on the production of pleasure automobiles. However, there are several possibilities advanced by General Motors officials in Janesville for the continuance of operations. If these workers become unemployed it will be necessary to provide them with training, and arrange for their transfer to

plants outside the Janesville area since other employers in Janesville will be unable to absorb the workers even though they expand their operations considerably over the present schedules. Recommendation has been made to OPM that an attempt be made to determine from General Motors officials the status of the Janesville plant and their future plans for its operations.

KOKOMO

A number of workers are being laid off in the Kokomo area and the Indiana State Employment Service is giving attention to this problem. The agency has reported that the majority of the workers have already been placed with other employers and that they anticipate no serious unemployment problem in Kokomo.

ALGONQUIN

We are advised that this community is being considered for attention due to the location of a plant manufacturing ironing machines in Algonquin. The Maytag Washing Machine Company of Newton, Iowa, is attempting to organize the entire industry to secure a defense contract on a negotiated basis and it is necessary to have community surveys in each locality where plants manufacturing washing or ironing machines are located in order to make a determination regarding certification of these communities. Our inquiries have developed that there is no serious displacement problem in Algonquin since these workers are within commuting distance of the Elgin-Aurora area where there is a shortage of workers at the present time. It was also believed that the number of workers may be absorbed in the new Buick plant in Melrose Park (Chicago).

QUINCY

A recent survey was made by officials of OPM, the Illinois State Employment Service, the Illinois Department of Labor, and a representative of the Labor Supply Officer. It was determined that approximately 1,000 workers will be affected by lay-offs around February 1, 1942, unless employers in the

Quincy area are about to obtain additional defense contracts. Employers in this area now have a procurement committee attempting to secure contracts by pooling their facilities.

ANDERSON

In this situation as in Janesville, Wisconsin, the future plans for handling the displacement of workers and the extent of displacement will depend largely upon action taken by the General Motors Company which has plants located in Anderson. There are between 18,000-20,000 workers employed in manufacturing plants in Anderson and the majority of them will be affected directly or indirectly by the operations of the Delco-Remy Company.

MUNCIE

This town also is dependent upon plans of General Motors Corporation and it is difficult to properly analyze the situation until more definite information is received regarding this company's plans for the future. Every small firm in Muncie has a defense contract and on the basis of incomplete reports the situation does not appear serious at this time.

The Committee was furnished with a copy of a plan for the handling of displaced workers which was furnished by Arthur Flemming's office and which resulted from the meeting of the National Labor Supply Committee on September 15.

VII. POWER SEWING MACHINE OPERATORS

A representative of the Labor Supply Officer furnished a report on the supply of power sewing machine operators in the Chicago area in response to the request of the Committee for additional information following Mr. Mertz's report at the last meeting that manufacturers had advised him of need for these workers in excess of the supply. The report revealed that there were approximately 500

operators who might be qualified for referral to private industry although it was noted that a majority of the applicants in the Chicago Central Placement Office of the Illinois State Employment Service had received their training on WPA projects and that employers were reluctant to employ former WPA workers. The Works Projects Administration is now installing high speed equipment and officials have stated that new methods of production will furnish training for the workers which will enable them to attain a speed of at least 80% of that required by private employers. The report on employer demand for power sewing machine operators is not complete, and the Committee, therefore, decided to postpone recommendation regarding the training of workers in this classification until the next meeting when a complete report will be available.

VIII. NECESSITY OF ORGANIZING SUB-COMMITTEES TO BE OPERATING COMMITTEES

A communication from Mr. Arthur S. Flemming dated September 18 regarding the above subject was considered by the Committee. The Committee took action as follows:

MOTION: Moved by Miss Anderson, seconded by Mr. Scott: That a sub-committee consisting of the representatives of the Bureau of Employment Security, Office of Education, NYA, TWI, WPA, be constituted. This Committee to meet weekly or upon call of the Labor Supply Officer in order to discuss problems and to take action with respect to labor supply operating problems and to report to the full Committee at a subsequent meeting.

MOTION CARRIED.

IX. ESTABLISHMENT OF LOCAL AREA LABOR SUPPLY COMMITTEES

Mr. Flemming's suggestion for the formation of local area Labor Supply Committees was discussed by the Committee and action taken as follows:

MOTION: Moved by Miss Anderson, seconded by Mr. Brown: That the Regional Labor Supply Committee, Region VI, considers favorably a suggestion that local area Labor Supply Committees be formed where the need for such Committees arises and that the Labor Supply Officer is authorized to organize such Committees when in his judgment they will be helpful in specific situations.

MOTION CARRIED

X. REPORT OF THE REGIONAL ECONOMIC ANALYST

In response to a request from the Labor Supply Committee at the meeting held on September 17, Mrs. Berman had compiled reports combining the information received from the blackout study made by the Department of Labor Statistics with subsequent information received from State agencies by ES-270 reports. Approximately 25 concerns in this Region reported that they would be able to expand operations and/or put on an additional shift if they were able to obtain needed skilled workers. It is the concensus of the Committee that action to be taken should be decided by members of the Committee who are interested in operations. Therefore, the following action resulted:

MOTION: Moved by Mr. Widdowson, seconded by Mr. Heald: That the sub-committee of the Labor Supply Committee consider .. the various situations reported by the blackout study at a meeting on Friday morning, October 3, and assign the various problems to members of the Committee for appropriate action with a report to the full Committee at its next meeting.

MOTION CARRIED

XI. ATTENDANCE AT MEETINGS AND DISTRIBUTION OF MINUTES OF LABOR SUPPLY COMMITTEE

The matter of permitting uninvited guests to attend meetings of the Regional Labor Supply Committee was discussed and it was agreed that this practice should be discouraged. The Committee, therefore, took the following action:

MOTION: Moved by Mr. Swanson, seconded by Mr. Lescohier: That attendance at Regional Labor Supply Committee meetings be confined to members of the Committee and/or their alternates; staff members of any of the organizations functioning on the Committee or invited guests. In the case of invited guests the member extending the invitation will introduce the guests stating their names and the positions which they occupy.

MOTION CARRIED

The Committee was informed that various State organizations had from time to time requested copies of the minutes of the meetings of the Regional Labor Supply Committee. It was the concensus of the group that the information contained in the minutes were to some extent confidential and further that issuing this material to each agency which might express an interest, would place an undue burden on the Regional Office staff in preparing and distributing the minutes. Therefore, the following action ensued:

MOTION: Moved by Miss Anderson, seconded by Mr. Lescohier: That the minutes of the meetings of the Regional Labor Supply Committee, Region VI, be distributed only to members of the Committee and their alternates and agencies in Washington as required by the Office of Production Management.

MOTION CARRIED

## XII. REPORT OF LOCAL SUPERVISOR OF OCCUPATIONAL ANALYSIS

Mr. Baer reported on a recent visit to The Holm Manufacturing Company in Kenosha, Wisconsin, Dr. Holm, President of the company, had reported that he would be able to add an additional shift if he could secure tool and die makers. Mr. Baer stated that in company with Mr. Havelista of the Training Within Industry Branch, he had contacted Dr. Holm and had received an agreement from him to use defense trainees if his foreman could assist the school authorities in providing instruction. An agreement was reached with Vocational School officials and it appeared that Dr. Holm's problem might be solved in the near future.

The problem referred to Mr. Baer and TWI by the Committee at its last meeting concerning a firm in Indianapolis, Mr. Baer reported had been solved by the employer and the Indiana State Employment Service prior to his visit to Indianapolis. He stated that he planned to contact the three concerns in Richmond, Indiana, also referred to him by the Committee, within the next week and would furnish a report at the next meeting.

XIII. RELATIONS BETWEEN THE REGIONAL LABOR SUPPLY COMMITTEE AND THE COUNCILS OF STATE ADMINISTRATORS

The Committee again discussed the recent instructions from Washington relative to the above subject and it was determined that since the instructions set up a procedure for contacts between the Committee and the Councils, that the Sub-committee appointed at the meeting held on August 20 should now be dissolved and released from further responsibility in obtaining information from State Councils. The following motion ensued:

MOTION: Moved by Mr. Scott, seconded by Miss Anderson: That the Sub-committee appointed to cooperate with the State Councils of Administrators be released of their responsibilities effective as of October 1, 1941.

MOTION CARRIED

Mr. Lescohier advised the Committee that the Wisconsin Council had requested him to attend their meetings and to act as liaison officer between the Regional Labor Supply Committee and the Council. After some discussion it was decided that there was no objection to Mr. Lescohier's informally and unofficially attending these meetings and presenting the view of the Labor Supply Committee to the Council and bringing back the view of the Council to the Labor Supply Committee.

XIV. HEARING OF FAIR EMPLOYMENT PRACTICES COMMITTEE

Mr. Scott informed the Committee that Mr. Dickerson and Mr. Sarinoff had been authorized by the Fair Employment Practices Committee to investigate conditions of discrimination in Chicago and to report back to the Fair Employment Practices Committee. These individuals, however, are not empowered to hold hearings, but on the basis of their investigation hearings may be held by the Committee at a later date.

XV. ALLEGED DISCRIMINATORY HIRING PRACTICES AT THE BUICK MOTOR COMPANY

Mr. Scott reported that Miss Southall, who was not present at the meeting, had received a commitment from Mr. H. H. Curtice, General Manager of the Buick Division of General Motors, to the effect that in hiring workers for their new plant, they would recognize individual ability and initiative. Mr. Curtice stated that only about 100 workers had been employed in Chicago and that of the 18,000 applications on hand, a considerable number are from minority groups.

XVI. COMPLAINT FORWARDED BY THE BUREAU OF JEWISH EMPLOYMENT RELATIONS PROBLEMS

Mr. Brøck discussed with the Committee a letter received from the above subject organization which charged discrimination on the part of a government employee at Purdue University. The Committee suggested that this letter be turned over to Mr. Heald for investigation and report at a subsequent meeting.

XVII. NEXT MEETING OF THE COMMITTEE

Miss Mary Anderson invited the Committee to meet October 15, 1941, in the offices of the NYA, 16th Floor, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois. The Committee accepted Miss Anderson's invitation.

XVIII. ADJOURNMENT

There being no further business the Committee adjourned at 1:30 p. m.

Disregard Schaefer

IN REPLY REFER TO FILE NO.

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
October 21, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the eighth meeting of the Sixth Regional Labor Supply Committee held on Wednesday, October 15, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Breck

Eugene J. Breck
Acting Chairman
Labor Supply Committee, Region VI

Attachment

MINUTES - REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

EIGHTH MEETING

The eighth meeting of the Sixth Regional Labor Supply Committee convened at 10:20 a.m., October 15, 1941, in the Conference Rooms of the NYA, 16th Floor, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.

The following members were NOT present:

S. C. Campbell, NYA
H. H. Hanson, Apprenticeship Training
Paul Hertz, TWI
Fowler McCormack, Management
Lester A. Brown, WPA
James V. Swanson, U. S. Civil Service Commission
H. T. Heald, Defense Training

The following alternates and other representatives of Federal agencies were in attendance:

Mary Anderson (alternate), NYA
Fred H. Morlan (alternate), WPA
D. P. Prentice (alternate), Defense Training
Leo Werts, Field Representative, Labor Division, OPM
John J. Lamb, TWI
J. C. Penman, Field Representative, Defense Training, Federal Security Agency
Major W. J. Mather, Ordnance Department, War Department
Members of the Regional Office Staff of the Bureau of Employment Security

1. CONSIDERATION AND APPROVAL OF THE MINUTES OF THE LAST MEETING

MOTION: That the minutes of the previous meeting be approved as submitted. No corrections.

MOTION CARRIED

II. REVIEW OF OPEN ITEMS ON THE DOCKET

Mr. Werts, Field Representative of the Labor Division of OPM, reported on the various suggestions and recommendations of the Regional Committee which had been forwarded during the past. Mr. Werts indicated that a number of these suggestions were still under consideration, while others have been decided either one way or another by the National Committee. Further detailed information will be furnished the Committee.

## III. REPORT OF THE OPERATING SUB-COMMITTEE

Miss Anderson reported that the operating sub-committee met on October 3 and studied the reports submitted by the Regional Economic Analyst. It was decided that further action should not be taken until the reports had been broken down by the Bureau of Employment Security into States. After that is completed the Regional Labor Supply Officer will appoint a member of the Committee to go into each State to study the problems.

## IV. DISCUSSION OF DISPLACEMENT PROBLEMS IN THE REGION

Mr. Brock stated that problems are increasing almost daily as a result of the imposition of raw material priorities, but that he felt that we were on top of practically every problem in this Region. Community surveys are being conducted in all places where problems are indicated. We have notice of the fact that there will be a 40% cut in metal furniture between now and the end of the year which will very seriously affect Aurora, Illinois. However, he stated that the Bureau was now conducting a survey to see what arrangements can be made down there. Surveys are also being conducted in several other places in the Region such as Kenosha, Racine, Milwaukee, Ripon, etc.

The Bureau is presently engaged in trying to get available labor market information regarding Chicago to see what the picture here will be.

Mr. Brock reported that at present OPM was holding conferences with the automobile people relative to their policy in the allocation of defense work in their plants throughout the country.

Mr. Brock reported on a conference held in Mr. Hertz's office, the Regional Coordinator of OEM activities, between the Labor Division and the Contracts Distribution Division of OPM, to see if closer coordination between these two divisions could be worked out. The Contracts Distribution Division stated they were not in a position to do anything about closer coordination because they didn't have enough staff to take on this extra work, and the areas in which both divisions operate are not similar.

MOTION: That the Regional Labor Supply Committee call the attention of the National Committee to the imperative need of bringing about coordination between the Contracts Distribution Division of OPM and the Labor Supply Committee of the Region and therefore the Committee recommends that the following steps be taken:

1. That the area lines of the Contract Distribution Division coincide with those of the Labor Supply Division.

2. That administrative procedures be established and instructions issued to both Labor Supply Committee and the Contracts Distribution Division indicating the manner in which groups should cooperate and coordinate their efforts.

3. That the OEM Informational Service be expanded and preferably with an office in each State to furnish full and complete information to employers on the necessary steps to be taken in respect to the obtaining of defense contracts or obtaining necessary raw materials for continuing operation. This latter suggestion might be implemented by furnishing necessary forms and instructions to members of the local employment office staffs.

MOTION CARRIED

The Committee was informed of a communication received from the International Union, Local No. 75, U. A. W. of America, C. I. O., Milwaukee, Wisconsin in which the union requested that the Government investigate a plant in South Milwaukee now vacant and owned by Nash Kelvinator Corporation to determine its usability for defense production before any new plants are constructed. It was maintained that this plant contains 572,000 square feet of space and the buildings are modern and well adapted for the production of defense materials.

The Committee acted as follows:

MOTION: Moved by Miss Anderson, seconded by Mr. Prentice: This Committee recommends that the proper OPM officials arrange for an immediate survey of the facilities of the Nash Kelvinator plant in South Milwaukee to determine if it may be utilized for defense production. It is also the sense of this Committee that an effort should be made to utilize vacant plants in other localities before the construction of new plants is undertaken.

MOTION CARRIED

## V. REPORT OF CONFERENCE OF STATE EMPLOYMENT SERVICE DIRECTORS, FIELD SUPERVISORS AND MEMBERS OF THE RESEARCH AND STATISTICS STAFFS

Mr. Brock explained that originally they had planned to hold a joint conference of the above personnel of Region V and Region VI, but due to conferences held in Washington, this meeting had to be postponed indefinitely. He stated that the Regional Office arranged a conference between the three States in this Region on October 13 and 14.

Mr. Brock reported that the time was devoted to a discussion of the mechanics involved in connection with the displacement problem. The field people were given a clear picture of the Labor Supply Committee set-up and explained to them how it really works and in turn discussed with them how they can best operate with the general operations and the objectives of the Labor Supply Committee. It was a profitable meeting from that standpoint. It will reflect itself in more rapid operation and everyone will approach the problem from the same manner throughout the Region.

VI. REPORT OF THE FIELD ASSISTANT IN NEGRO EMPLOYMENT AND TRAINING

Mr. Scott reported that they were considering the utilization of negro skills in defense industries primarily as a problem of labor supply and were not trying to magnify it out of its place in the total picture. It concerns the Committee because it is a many-sided problem. In the past month Mr. Scott has been getting the picture in Illinois and Indiana and in some places it is favorable and in other places not so favorable. There is a firm in Indiana who reports they are going ahead with definite plans for the utilizing of Negro workers and they are going to use them in operations where they have been trained or where they have some skill. The State Council of American Federation of Labor has given its assurance that it will cooperate in attempting to break down the discrimination of employers against workers who are eligible.

Mr. Scott gave a written report to Mr. Brock regarding the Buick situation. With respect to the proposal Mr. Scott made that Buick furnish the Regional Labor Supply Committee periodic information as to employment of minority groups, Mr. Wooliever of Buick stated that any written or formal statement as to their current hiring of minority groups would have to be released by the New York office of the company. He did agree, however, to furnish Mr. Scott verbal and informal statements as to the hiring of minority groups.

MOTION: That the National Committee be requested to take the necessary steps with the General Motors Corporation in respect to the hiring of minority groups in the Chicago Buick plant.

MOTION CARRIED

A communication from the Associated Negro Press was discussed. This letter, addressed to Mr. McCarthy, Regional Director of the Social Security Board, advised that the New York State Employment Service had notified employers that in the future orders for workers which specified color, race or religion would not be handled by that Service. The Associated Negro Press inquired whether similar action had been taken in Region VI.

The Committee discussed the advisability of recommending action parallel with that taken by the New York Service to the three state agencies in the Region.

The discussion resulted in the following motion:

MOTION: Moved by Mr. Scott, seconded by Miss Southall: That a copy of the letter from the Associated Negro Press be forwarded to each State agency with a request that they consider the action reported to have been taken by the New York State Employment Service and advise the Committee of their objections, if any, to similar action on the part of their agencies.

MOTION CARRIED

VII. REPORT OF REGIONAL ECONOMIC ANALYST

The Committee was advised that a heavy demand for skilled machinists and machine operators still exists in the Region. Many firms report that they could employ additional semi-skilled and unskilled workers and materially increase production if they were able to obtain key personnel.

There is a plentiful supply of unskilled workers in the Region and adequate semi-skilled workers.

The possibility of curtailment in the production of farm machinery was discussed and it was pointed out that this industry employs more than 60,000 workers throughout the Region.

VIII. REPORT ON POWER SEWING MACHINE OPERATOR DEMAND AND SUPPLY

Mr. Rucker stated that as far as the supply of power sewing machine operators is concerned, there are about 500-600 qualified people. On the demand side there are 67 firms who employ people qualified to operate power sewing machines. In going through the files it was found that only 14 of these firms are working on defense contracts. However, it was pointed out that Navy contracts and sub-contracts were not available. Of the 14 firms known to have defense contracts, they will need about 150 workers in the next three or four months.

Mr. Rucker reported that he talked with Mr. Glassman of the International Ladies' Garment Workers Union Local 76 and Mr. Glassman stated that the average salary of operators working on cotton goods, upholstery, textile bags, etc., is $16.00 - $19.00 per week. As the report was still incomplete with regard to the number of firms holding defense contracts, the following action was taken:

MOTION: That the matter of the Power Sewing Machine Operators Demand and Supply Problem be referred to the Operating Sub-Committee.

MOTION CARRIED

IX. REPORT ON CHARGE OF DISCRIMINATION MADE BY THE BUREAU OF JEWISH EMPLOYMENT RELATIONS

Mr. Heald, who was not present at the meeting, wrote Mr. Brock to the effect that the problem referred to him by the Committee regarding the charge of discrimination by a government employee at Purdue University was completely unfounded. Since the information contained no details, it was the concensus of the group that the matter should be submitted for further and more detailed report on the subject to Miss Sara Southall, the Minority Representative on the Committee.

X. REPORT BY LOCAL SUPERVISOR OCCUPATIONAL ANALYSIS
U. S. EMPLOYMENT SERVICE DIVISION

Mr. Baer had been assigned the responsibility for obtaining information regarding the labor needs at the Crab Orchard Lake munitions plant. This information was considered essential in planning defense training courses. The required information was submitted by Mr. Baer for forwarding to the Illinois Council of State Administrators.

Mr. Baer also reported the result of his contacts with three employers in Richmond, Indiana who are experiencing difficulty in obtaining sufficient skilled workers for defense production. Mr. Baer and a representative of T. W. I. arranged for the local Vocational School to confer with the management of the Knowles Manufacturing Company, Richmond, and it is believed they will be able to dilute many of their jobs and to use defense trainees. The other two plants are so organized that little can be done to assist them at this time.

XI. OTHER BUSINESS

(1) Mr. Widdowson related that the Woodstock Typewriter Company, Woodstock, Illinois, was attempting to have the Vocational School in Woodstock closed because their employees had taken additional training and were planning to work elsewhere. The Acting Chairman agreed to investigate this report and to take appropriate action.

(2) Communications referred to the Committee by Major Warfel to which was attached lists of concerns engaged in producing ordnance materials were considered and the Committee was advised by the Acting Chairman that this material would be reproduced and a copy mailed to each member.

(3) The Committee was informed of the advertising campaign for skilled workers now being conducted in Milwaukee on an experimental basis.

(4) A request from the American Federation of Hosiery Workers in Milwaukee for a meeting with OPM officials to discuss the displacement of workers in their industry was read and considered by the Committee. Action ensued as follows:

MOTION: Moved by Mr. Lescohier, seconded by Miss Southall: That the Acting Chairman communicate with the Union and arrange for a small meeting of Union officials to discuss this problem.

MOTION CARRIED

The Committee requested Mr. Lescohier to work with the Acting Chairman in arranging the conference.

(5) The Minority Group representatives agreed to entertain the Committee at their next meeting on October 29, 1941, the place of meeting to be announced later.

XII. ADJOURNMENT

There being no further business, the Committee adjourned at 3:30 P.M.

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Reply To
Regional Labor Supply Committee
Room 356 U. S. Court House
Chicago, Illinois

November 4, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the ninth meeting of the Sixth Regional Labor Supply Committee held on Wednesday, October 29, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee, Region VI

Attachment

MINUTES—REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

NINTH MEETING

The ninth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m., October 29, 1941, in the Conference Rooms of the NYA, Room 1632, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.

The following members were not present:

S. C. Campbell, NYA
Lester A. Brown, WPA
M. M. Hanson, Apprenticeship Training
Fowler McCormack, Management

The following alternates and other representatives of Federal Agencies were in attendance:

Mary S. Anderson (alternate), NYA
J. H. Campbell (alternate), Apprenticeship Training
Mr. Doyle, WPA
Leo Werts, Field Representative, Labor Division, OPM
Paul Jordan, OEM Informational Representative
Major E. H. Bowman, Air Corps, U. S. Army
J. J. Kehoe, Ordnance Department, War Department
Members of the Regional Office Staff of the Bureau of Employment Security

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on October 15, 1941, they were approved as submitted.

II. REPORT OF ITEMS STANDING ON THE DOCKET

Mr. Brock summarized the letters which we had received from the Office of Production Management and the Bureau of Employment Security with regard to the motions and resolutions passed at previous meetings of the Sixth Regional Labor Supply Committee.

III. DIFFICULTIES ENCOUNTERED IN OBTAINING LABOR IN ILLINOIS

The Illinois Division of Placement and Unemployment Compensation in a letter to the Acting Chairman referred the following two problems to the Regional Labor Supply Committee for action.

1. NATIONAL ENAMELING AND STAMPING COMPANY, GRANITE CITY, ILLINOIS

This firm reports they could use 100 extra employees if they were able to obtain necessary raw materials such as tin plate, sheet steel, and aluminum.

MOTION: That this matter be referred by this Committee to the Priorities Branch of OPM for proper action.

MOTION CARRIED

2. WESTERN CARTRIDGE COMPANY, EAST ALTON, ILLINOIS

This employer reports difficulty in obtaining a sufficient number of Laborer Process and anticipates that he will need 400 in the near future. It was the opinion of the local office of the Illinois agency that this firm could obtain these workers if they would relax their specifications, and particularly, the restriction which is common to all plants belonging to the Alton Manufacturer's Association, that is, denying employment to any person who has worked at any plant in this area, and who has left previous employment for any reason other than lack of work.

MOTION: That this matter be referred to Major Warfel for clearance with the St. Louis Ordnance District, in whose area this firm is located, and that Major Warfel report back to the Labor Supply Committee.

MOTION CARRIED

IV. REPORTS OF STATE COUNCILS OF ADMINISTRATORS

Mr. Johnson summarized the reports received from the Illinois and Indiana State Councils of Administrators. As there was no action required on any of the items in either report, they were received without comment.

V. REPORT OF EMPLOYER REPRESENTATIVES MEETING HELD IN CHICAGO

Mr. Brock stated that OPM had arranged a luncheon meeting of the larger employer representatives in Chicago on October 28, 1941, and called upon Mr. Werts to summarize it for the committee.

Mr. Werts stated OPM was able to get this group together through the cooperation of Mr. Phelps Kelly and the Illinois Manufacturer's Association. Mr. Fred Harberson of the Priorities Branch of the Labor Division of OPM addressed the group on what was going to happen to materials particularly aluminum, copper, brass, nickel and steel. They were very interested in this and stated there was no chance of their giving any information to anyone about what was going to happen to labor in this city unless they got more of the type of information Mr. Harberson presented to them. Plans will be made in the future to get similar groups together in the city so that representatives of OPM can address them, and they in turn will give information to the labor division of OPM on what is going to happen to their employees.

## VI. LABOR DISPLACEMENT IN KANKAKEE

Mr. Johnsos stated that 35% of the workers in Kankakee will be displaced in the near future. When OPM first became aware of the situation in this city, they felt that the Kankakee and Elwood Ordnance Plants would absorb the displaced workers in this city. However, this may not be the case, and the Regional Office is making a composition study of the people being displaced in the Kankakee area so that a conference may be held with officials of the two Ordnance plants to determine whether or not they can employ the displaced workers. If, as a result of this conference, the displaced workers cannot be absorbed in the Ordnance plants, a report will be forwarded to OPM indicating this so that steps may be taken to direct defense contracts into that area.

## VII. ADVERTISING CAMPAIGN FOR SKILLED WORKERS

Mr. Johnsos made the following report on the recent advertising campaign for skilled workers which was conducted in Milwaukee, Wisconsin.

| | |
|---|---|
| Total Registration | 22 |
| Previously Registered | 15 |
| Not Previously Registered | 7 |

Qualified applicants appearing in response to advertising, classified by availability for referral:

| | |
|---|---|
| Employed in defense work at maximum skill | 6 |
| Unemployed, employed in defense work, or employed beneath maximum skill | 16 |
| Willing to accept referral to advertised openings | 8 |
| Unwilling to accept referral to advertised openings | 8 |
| Available for Local Employment only | 8 |

In connection with this the Regional Office received a letter objecting to the rates quoted in the advertising as they were higher than most employers were willing to pay in these skills, and that almost every man qualified in any of the skills advertised is now employed.

An interesting sidelight is that the claimants for benefits took advantage of the evening hours to file claims for benefits having no interest in qualifying in occupations advertised.

## VIII. POWER SEWING MACHINE OPERATORS

The following summary of the report made by Mr. Rucker on the supply and demand for power sewing machine operators was read to the Committee:

1. Available supply of qualified sewing machine operators--500 to 600 workers

2. Demand of 14 defense employers, reported by the Training Within Industry Section, as in need of sewing machine operators--140

3. The demand for such workers by the industry as a whole (this includes many employers not working on defense contracts) far exceeds the supply

4. The majority of the available workers are Negroes

The complete report was referred to the operating sub-committees for review and action.

IX. HOSIERY WORKERS PROBLEM IN MILWAUKEE

At the last meeting the Committee's attention was called to a letter received from the American Federation of Hosiery Workers in Milwaukee relative to the displaced workers in the hosiery industry in that city. They requested the Committee call a mass meeting, but the Committee felt that instead the matter should be referred to the Employment Service and Mr. Lescohier should work in conjunction with the Employment Service. Mr. Lescohier reported that Mr. Carpenter of the American Federation of Hosiery Workers had discussed this matter with a number of other labor organizations in Milwaukee and he was to have a conference with Mr. Carpenter on October 30. A full report will be submitted at a later date.

X. SHIP-BUILDING FACILITIES IN THE SOUTH CHICAGO AREA

At the request of the Secretary of the Navy a survey of the ship-building facilities in South Chicago was made and a summary presented to the Labor Supply Committee. It was the concensus of the group that a copy of this summary should be sent to the National Labor Supply Committee in Washington.

XI. DISPLACEMENT PROBLEMS AND COMMUNITY MEETINGS

Communications received from Arthur Flemming were read to the Committee regarding the action taken by the Committee with respect to the displacement problems in the Region, and also relative to holding community meetings in cities and towns where labor displacement was threatened. A draft of a letter the Acting Chairman was writing to Mr. Flemming was read to the Committee and a copy is attached hereto:

MOTION: That the reply to Mr. Flemming's inquiries be drafted along the lines of the letter the Acting Chairman was writing with full additional information, and a copy be sent to all members of the Labor Supply Committee.

MOTION CARRIED

XII. REPORT OF THE REGIONAL ECONOMIC ANALYST

Mrs. Berman stated she had a talk with a representative of the Ordnance Department and in the course of the conversation discovered that Ordnance was looking for the same type of information from plants that the Regional Office had on file.

Mrs. Berman stated that the problems in the Region remain practically the same. There are still communities being affected by priority curtailment orders. The farm implement problem has not yet broken but the Regional Office is preparing to get all the information in time so that they will know where the displacement will take place.

Arrangements have been made to have a breakdown of workers employed in non-defense and defense work in a plant indicated on the next ES-270 report.

XIII. REPORT RELATIVE TO EMPLOYER'S DISCRIMINATION AGAINST MINORITY GROUPS WHEN HIRING LABOR

At the last meeting of the Labor Supply Committee it was brought to the Committee's attention that we had been notified that the New York State Employment Service had informed employers in their State that, in the future, orders for workers which specified color, race, or religion, would not be handled by that Service. The Committee at that time recommended that a letter be written to each of the three State agencies in this Region inquiring what their policy was regarding discrimination. Letters received from Illinois and Wisconsin were read to the Committee. It was pointed out that in the meantime the Bureau in Washington had issued instructions to all State agencies as follows:

1. Register and classify minority group applicants by the same standards that are required for other applicants or trainees.

2. Acquire an understanding of employer, organized labor and community attitudes toward minority groups.

3. After efforts have been made and failed to fill an employer order according to the employer's specifications, the local office should advise employers through personal visits by an employment service representative of the possibilities of meeting his labor needs from the local labor market if his hiring policies based on age, sex, race, creed and national origin are modified.

XIV. APPOINTMENT OF LABOR AND MANAGEMENT REPRESENTATIVES

The Committee discussed at length the appointment of a management and labor representative to the Committee and recommended that Mr. Phelps Kelly of the Miehle Printing Company be appointed as the management representative.

MOTION: That we write the National Labor Supply Committee asking for the approval of Mr. Phelps Kelly as the Management representative, and urging that the labor representative be appointed, and Mr. Kelly's appointment not go through until the labor representative was appointed.

MOTION CARRIED

(NOTE: Subsequent to the meeting, the Acting Chairman has been advised by OPM that Mr. Michael Hall has been appointed the labor representative on the Committee effective November 10, 1941.)

XV. REPORT OF THE OPERATING SUB-COMMITTEE

Miss Mary Anderson reported for the operating sub-committee to the effect that various concerns which were studied in connection with the black-out study during the latter part of June had indicated that their production could be increased if they could obtain additional employees in certain pivotal occupations. The reports on these various plants have been sent to the appropriate State Employment Services with a request that they now check as to the present situation confronting these plants. This was done because in some instances reports have been received that in addition to the shortage of skills in certain occupations, there is also a shortage of necessary raw materials and hence it was considered advisable to make a re-check in order to get a true picture of the present situation.

XVI. NEXT MEETING

The next meeting will be held on November 12, 1941, in the Conference Rooms of the NYA, Room 1632, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.

XVII. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 1:00 p.m.

October 20, 1941

Mr. Arthur Flemming,
Chief, Labor Division,
Office of Production Management,
Social Security Building,
Washington, D. C.

Dear Mr. Flemming:

This will acknowledge receipt of your letter of October 17 requesting information as to the Regional Labor Supply Committee's activities in dealing with the problem of displacement as a result of the imposition of priorities on raw materials.

In every instance where we have received notice of impending displacement we have taken the necessary steps to deal with the problem through the medium of established procedure of a survey and recommendation to the Bureau in Washington. For your information we herewith attach a list of the various communities which have been or are currently being surveyed.

On the basis of our experience with the problem of displacement, we wish to make some comments.

Originally, with the establishment of the Labor Supply Committee, the entire emphasis was placed on the task of recruiting workers for defense industries, and up to recently the Committee's activities were confined almost entirely to this problem. The various government agencies represented on the Committee cover the entire field dealing with the selection, referral, as well as the training of workers for defense jobs. But with the advent of priorities, the problem of displacement has assumed an increasing and major importance. The emphasis now has become two-fold and as a result consideration must be given to enlarging the scope of the Committee's activities.

First, a closer coordination between the Contracts Distribution Division, the Priorities Branch, the Labor Supply Division, and the Army and Navy Procurement Divisions is imperative. Under the present procedure when news of impending displacement reaches us, we request the local office of the Employment Service to furnish a report covering a particular plant or the entire community as to the magnitude of the problem and the possible remedies.

Since the displacement of workers is created almost entirely by shutting off the supply of raw materials used in the manufacture of goods for civilian use, the obvious remedy is to furnish such a concern with a defense contract, and since the securing of a defense contract by a concern involves a rather lengthly procedure, considerable delay frequently results.

Practically in all cases we have had no information as to what progress is being made in the placing of defense contracts with these concerns, and hence our planning in respect to any given situation is greatly handicapped. As an example, if concern X is facing either a curtailment or complete shutdown of its normal operation, we should be able to secure information that would enable us

to determine our course in respect to the displaced workers. This may involve either referral of these workers to other jobs, or to training courses to equip them with skills currently in demand by defense industries. Or, in some instances depending upon the local situation, a relaxation of priorities may be warranted to permit the concern to continue operation even if on a reduced scale while negotiations for defense contracts are in progress, or, if a defense contract is assured, while conversion of the plant's facilities are under way to prepare for defense production.

But, under present procedures, our task is merely to survey and report on an individual plant or the community and send it to Washington with a copy of the report to the Contracts Distribution Division, who in turn makes plant surveys and contacts the Procurement Divisions of the Army and Navy, and to the best of our knowledge thereis no channel which furnishes us with any information on what disposition and progress is being made in respect to these reports.

Therefore, under the present arrangement, the displacement problem divides itself five-fold, and is dealt with by five different groups without any coordination among them:

1. Priorities Branch which determines amount of available raw materials for civilian use.

2. Contracts Distribution Division which surveys plant facilities to determine its availability for production of some defense item.

3. Procurement Division of Army.

4. Procurement Division of Navy.

5. Labor Supply Committee responsible for problems of displacement created through the imposition of priorities.

To summarize: Proximate cause of the displacement in any plant results from a lack of raw materials, and the obvious remedy is to furnish raw materials to enable such plant to continue production on either some defense item, or its own product, or some other non-defense item as a sub-contractor for another plant whose facilities are currently in use for manufacture of defense items.

Just to cite another example:

Recently we received a telephone call from Mr. Harberson in Washington advising us of a proposed 20% cut in raw materials for use in the farm implement industry. We have had no official advice on this point up to date. It is obvious that if priorities are imposed on this industry that there will be a displacement problem. However, we are unable to proceed until we first have some definite information as to the proposed cut in the volume of raw materials for this industry. Definite information should be made available to us whether the cut of 20% is horizontal and applied to all items manufactured by the farm implement

industry, or whether a variable reduction will be made in respect to different products of the industry. Different plants manufacture different items and if the cut on raw materials is variable, the displacement pattern will also vary. As soon as this information is made available to us, the most practical approach would be a preliminary meeting between representatives of the Priorities Branch, Contracts Distribution Division, and the Labor Supply Division with the management of the farm implement industry and representatives of the organized employees in an effort to chart out a program calculated to reduce unemployment to a minimum.

To summarize this situation, it is our considered judgment that some effective administrative coordination be established either on a State or Regional level in order that all cases of threatened displacement may be dealt with at the same time by all the various governmental agencies concerned with this problem, instead of piece-meal as at present.

Second, we should also like to call your attention to another phase of the problem which merits some exploration. At the present time all the emphasis is being placed in distributing defense contracts to the smaller plants whose civilian production will be curtailed by the imposition of priorities on raw materials. Many of these smaller plants are not readily convertible for defense production, while another large percentage will only be partly convertible, and a further complication will be found in the fact that many of the items on the defense shopping list will be of limited quantity, and even if contracts are awarded, they will not be sufficient to furnish a sufficient volume for continuous operation to thousands of small plants, and hence the problem of displacement due to lack of orders will be a recurring one.

As an approach to this problem it might be well to consider the possibility of having the larger defense contractors subcontract their civilian line to smaller plants in their industry rather than defense items. Thus, for example, a large washing machine concern having better mechanical facilities is more readily adaptable to the manufacture of some defense item then a smaller one in that line. Thus, it would seem worthwhile to examine the possibilities of utilizing the facilities of the largest productive units of an industry exclusively for defense purposes, and to subcontract the manufacture of their regular line to the smaller units of the industry. If this is practical, the problem of conversion would be considerably reduced both in the number of plants affected as well as the degree of conversion. In other words, we should reserve as far as possible the supply of raw materials for the manufacture of civilian goods for the smaller plant units of an industry and thus reduce the unavoidable dislocation resulting from mechanical conversion.

To implement such a policy would require agreement on an industry-wide basis instead of dealing with individual plants as we are presently doing. If such a policy could be established, the advantages appear to be many-fold.

1. It would insure the maximum efficiency by concentrating defense work in plants having the best mechanical equipment.

2. Reduce to a minimum dislocation incident to conversion of many thousands of small plants scattered throughout the country.

3. Reduce the problem incident to disorganization of the labor forces of numerous plants with the attendant problems of referral, retraining, and lost time.

4. Much greater flexibility in changing specifications of non-defense items to match equipment capacity can be effected then is possible in case of defense items.

5. A considerable reduction in administrative detail required in plant surveys and allocation of contracts to thousands of small units scattered over wide areas.

The subcontracting of parts is an established practice in many lines. Many plants produce a thousand varieties of goods ranging from batteries to baby carriages subject to manufacturer's specifications and under their label. Many manufacturers market products which their plants merely assemble from parts fabricated by other plants.

The attempt to convert many thousands of small plants for defense purposes raises another important problem. The incidents of mechanical adjustment in these plants will require considerable additional equipment, vitally needed raw materials, as well as the use of skilled workers in those classifications in which we are already experiencing critical shortages, and as previously stated, many items on the defense shopping list are of necessity of limited quantity, and if distributed among many plants, will not afford them a sufficient volume to assure continuous operation and it may even be necessary to effect subsequent conversion to adapt them for the manufacture of some other defense item which might be fitted into such plant's capacity.

From the standpoint of financial cost it would be cheaper to concentrate on conversion of the largest and most efficient plant units of an industry even if the government assumed the cost both for conversion to defense purposes and reconversion to normal production, as against the cost involved in negotiating contracts which permits a 15% increase in price in order to take into account the decreased efficiency of a small plant in manufacturing an item as against a larger plant which was the lowest bidder for the same item on a competitive basis.

It is the concensus of the Sixth Regional Labor Supply Committee that this plan be recommended for consideration to the National Labor Supply Committee and other appropriate branches of OPM for such action as they deem advisable.

Very truly yours,

/s/ Eugene J. Brock
Labor Supply Officer
Region VI

Attachment

## LIST OF COMMUNITIES WHICH HAVE BEEN OR ARE CURRENTLY BEING SURVEYED

ILLINOIS

Aurora
Belleville
Chicago
Peoria
Rock Island
Decatur
Algonquin
Elgin
Bloomington
Freeport

INDIANA

Kokomo
Fort Wayne
Anderson
Plymouth
New Castle
Washington
Muncie
Calumet

WISCONSIN

Sheboygan
Eau Claire
Milwaukee
Waukesha
Ripon
Racine
West Bend
La Crosse
Janesville

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
November 18, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the tenth meeting of the Sixth Regional Labor Supply Committee held on November 12, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular meeting of the Committee.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee, Region VI

Attachment

MINUTES—REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

TENTH MEETING

The tenth meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m., November 12, 1941, in the offices of the NYA, Chicago, Illinois.

The following members were not present:

S. C. Campbell, NYA
Lester A. Brown, WPA
M. M. Hanson, Apprenticeship Training
Fowler McCormack, Management
Lt. Commander Twyman, Navy
H. T. Heald, Defense Training
Paul Mertz, TWI

The following alternates and other representatives of Federal agencies were in attendance.

Mary S. Anderson (alternate), NYA
Mr. Doyle, WPA
J. J. Lamb, TWI
Leo Werts, Field Representative, Labor Division, OPM
J. J. Kehow, Ordnance Department, War Department
F. W. Vedoz, Ordnance Department, War Department
Members of the Regional Office Staff, Bureau of Employment Security

I. NEW MEMBERS

It was announced that since the last meeting the following additions had been made to the Committee:

Michael Hall, Labor Representative
Gladwin Young, Department of Agriculture
Agnes O'Connor, Women's Bureau, Department of Labor
Phelps Kelley, Management Representative
Mr. Osterholm, Contracts Distribution Division
R. W. Prichard (alternate), Contracts Distribution Division

Mr. Kelley, Mr. Young and Mr. Prichard were present at the meeting.

II. CONSIDERATION AND APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on October 29, 1941, they were approved as submitted.

III. READING OF COMMUNICATIONS

Cooperation with UAW-AFL

A communication was read from Arthur Flemming instructing the Acting Chairman not to call meetings in local communities in which the UAW-AFL might be concerned without first clearing with Mr. D. C. Brown, who had been appointed to the staff of the Labor Relations Branch of the Labor Division, OPM, to represent the above organization in all matters effecting labor supply and labor displacement.

Policy on Informational Activity - Labor Supply Program

A memorandum from Martin Carpenter relative to the above subject was summarized to the Committee. The members were informed that the Regional Informational Service Representative of the Social Security Board will serve as Public-Information officer of the Labor Supply Committee and that the Committee should center complete responsibility for the release of information and handling of press inquiries to this representative.

Certification of Communities

A letter from Fred Harbison of the Labor Priorities Division of the Labor Division of OPM relative to the disposition that had been made regarding the certification of various communities in this area, was read to the Committee.

Proclamation of the Governor of Indiana

A proclamation urging cooperation of the defense industries during Civilian Defense Week in Indiana with the Employment Service was read to the Committee and the following action was taken with regard to a similar proclamation being issued by the Governors of Illinois and Wisconsin.

MOTION: That the State Agencies of Wisconsin and Illinois be asked to request the Governors of their States to issue a public statement inviting management to make use of the facilities of the Employment Service both for the purpose of recruitment as well as to report imminent displacement of labor.

MOTION CARRIED.

Administrative Office Memorandum #45

A communication from R. M. Barnett of the Labor Division of OPM was read to the Committee advising the setting up of a new field administrative service of the Office for Emergency Management and its branches.

Holding Management Representative Meetings in Chicago

A request from R. M. Barnett asking the Committee's reaction to the suggestion that representatives of each of the major industrial groups in Chicago might form a Committee, and then each of the Committees be represented on an

over-all Committee which would meet with the OPM representatives from Washington once a month and exchange information on the materials picture and its effect on employment, was read to the Committee.

A thorough discussion of this subject was held and it was pointed out by Mr. Kelley, management representative, and Miss Southall, the minority representative but connected with the International Harvester Company, that meetings such as suggested are of doubtful value unless OPM can furnish definite information regarding the allocation of raw materials first to industries, in order that industry, in turn, can advise as to future employment. The following motion was passed:

MOTION: That the National Labor Supply Committee be advised that any attempt to organize meetings of management representatives be held in temporary abeyance until there is some clarification of the priorities and raw material allocation problem at the Washington level.

MOTION CARRIED.

Policy and Procedures for Effecting Placement of Minority Groups

An invitation from the Illinois State Employment Service to attend a meeting of individuals interested in the above problem was read to the Committee and Miss Southall and Mr. Scott were delegated to attend this conference.

MOTION: That the Committee delegates the Minority Group Representatives to attend the meeting at the Illinois agency on November 19.

MOTION CARRIED.

Labor Pirating

It was called to the Committee's attention that the Northern Pump Company is again recruiting workers from Fairbanks Morse and Company at Beloit, Wisconsin. As Major Warfel was familiar with the previous labor pirating of this firm, the matter was referred to him.

IV. REPORT OF THE ILLINOIS STATE COUNCIL OF ADMINISTRATORS

Mr. Hepler summarized the report received from the Illinois State Council of Administrators. As there was no action required on any of the items in the report, it was received without comment.

V. UNFINISHED BUSINESS

Labor Displacement in the Kankakee-Bradley Area

Mr. Johnsos reported that nearly 50% of the workers in the Kankakee-Bradley area will have been displaced by the end of the year. One thing that has stood in the way of the Kankakee-Bradley area being certified was the thought that the Kankakee and Elwood Ordnance plants would absorb these workers when they

were displaced. The following is the result of the survey recently made of this area.

1. The demand for the workers in the Ordnance plants will be about 5,700 to reach capacity production. Of this number 2,500 will be women. There is no such proportion between men and women in the workers being displaced in this area.

2. The people being displaced in the Kankakee-Bradley Area are for the most part older workers and there are a number of handicapped workers. These workers could not pass physical examinations at Ordnance plants.

3. There is no immediate possibility for their being absorbed within a radius of 40 miles.

4. No definite commitments could be obtained from the Ordnance plant officials in regard to the possibility of absorption of the displaced workers from the Kankakee-Bradley area. At least it is indicated that no preferential treatment will be accorded qualified displaced workers from this area in the contractor's hiring practices.

5. The hiring schedules for the Ordnance plants will not be completed until the summer of 1942. Since the displacement problem in Kankakee is immediate and, therefore, even if hiring were possible with the Ordnance plants, a 6 or 7 months delay would not alleviate the situation.

The following recommendations have been made regarding the Kankakee-Bradley Area.

1. A survey should be made of the leading plants available for defense production.

2. The Kankakee-Bradley area should be certified for preferential treatment on contracts.

3. During the interim period during conversion, enough material should be allocated to cushion the lay-off.

Crab Orchard Project

Mr. Hepler made a complete report on the situation at the Crab Orchard Lake Munitions Plant. It was decided that a representative of the Labor Supply Officer should make a survey of this project to ascertain the following:

1. The geographical distribution of workers who had been referred to the contractor to date.

2. Was the Employment Service performing any useful function in this situation.

3. Was it true that members of the United Mine Workers (CIO) who constitute approximately 85 per cent of the unemployed in the area were being discriminated against by AFL business agents who hold the contract for the construction of the project.

The following is the information gained by personal interviews and from a joint conference with interested persons:

1. The geographical distribution of workers is based on the place of residence the applicant gives and the Employment Service estimated that 90% of the applicants gave their correct address. A Mayors' Council had been organized which consisted of the mayors of the cities in the counties of Jackson, Franklin, and Williamson. This Mayors' Council had decreed that only workers coming from these counties should be hired at the plant because this project was being constructed in Southern Illinois to take care of unemployment in that area. However, within the past ten days this Mayors' Council has agreed on a referral of workers from outside the three-county area.

2. The Employment Service is performing a strictly clerical function in furnishing applicants approved by union business agents. There is no possibility of changing this procedure since the unions involved are jealous of their prerogatives and will not permit the Employment Service to select workers or to designate the geographical area from which they should be drawn. However, the Employment Service is a stabilizing influence in the situation and they resist the suggestion that the business agents refer workers directly to the employer. It was stated that if the Employment Service were to be withdrawn, a riot would ensue.

3. AFL is now hiring CIO workers who join the AFL Union.

It was the concensus of the group attending the Conference that from this point on the project will operate smoothly as far as labor supply is concerned, and that all unemployed in the Southern Illinois area will be given fair consideration in the referral of workers.

Displacement of Hosiery Workers in Milwaukee

At a recent meeting of the Committee a communication was read from Mr. A. A. Carpenter of the American Federation of Hosiery Workers in which Mr. Carpenter requested that OPM or some other Governmental agency call a mass meeting in Milwaukee to discuss the problem of the displaced hosiery workers. The matter was referred to Dr. Lescohier for a complete investigation.

Dr. Lescohier reported that there were 100 hosiery workers unemployed in Milwaukee and 47 of these were being trained for other work. He pointed out that everything possible has been done by the Employment Service to aid these workers.

The Committee suggested the Acting Chairman address a letter to Mr. Carpenter stating that the Committee is willing to aid and assist them in any way possible but that every step had been taken that the Committee could suggest.

Complaint of Discrimination from the Bureau of Jewish Employment Relations

At a previous Committee meeting a letter was read from the above organizatio which charged discrimination on the part of a government employee at Purdue University. Miss Southall made a thorough investigation of the case and reported to the Committee she had consulted with Dean Potter of Purdue University and other interested persons and also interviewed the complain ant, Mr. Morton B. Filerman, and it appears that the entire situation arose as a result of a hasty and uncoordinated interviewing of applicants for positions. Miss Southall's opinion was that no discrimination was involved in this case.

Report of the Regional Economic Analyst

Mrs. Berman reported that there were 39,000 qualified and available registrations in selected defense occupations as of October 15, 1941. The occupations with the greatest number of registrations were carpenters, mechanics and repairmen on motor vehicles, drill press operators, and welders. The demand for machinists is more then six times the supply and for tool makers more then fifteen times the supply.

A number of community surveys have been completed and forwarded to Washington. In the process of being surveyed now are the communities of Rockford, Rock Island, Freeport, Savannah, Peoria, Bloomington, Galesburg, Illinois, and Kewaunee and Wisconsin Rapids, Wisconsin. A resurvey of the Chicago area has been requested. In this Region, Manitowoc, Ripon, the Kenosha-Racine area in Wisconsin, and Evansville, Indiana, have been certified as distressed areas.

The Bureau of Labor Statistics has forwarded another blackout study made on a sampling basis. The blackout schedules contain information on the number of workers employed on each shift in the plants reporting. The survey does not include many of the most important firms engaged in defense production, therefore, it is of limited value.

NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on November 26, 1941, at 10:00 a.m., in the NYA Conference Room, Room 1632, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.

VI. ADJOURNMENT

As there was no further business, the Committee adjourned at 3:10 p.m.

~~Goodman~~
Fleming
Schaper

IN REPLY REFER TO
FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
December 9, 1941

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the eleventh meeting of the Sixth Regional Labor Supply Committee held on November 26, 1941, and a summary of the special meeting held on December 5, 1941.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments or corrections at the next regular meeting of the Committee. An official copy of the minutes as now written, or as amended, will be submitted for your signature at the next regular meeting.

The next meeting of the Sixth Regional Labor Supply Committee will be held on January 7, 1942, unless it becomes evident that a special meeting should be called in the interim.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES - REGIONAL LABOR SUPPLY COMMITTEE

(REGION VI)

ELEVENTH MEETING

The eleventh meeting of the Sixth Regional Labor Supply Committee convened at 10:20 a.m., November 26, 1941, in the Offices of the NYA, Chicago, Illinois.

The following members were not present:

S. C. Campbell, NYA
H. T. Widdowson, Office of Education
L. A. Brown, WPA
M. M. Hanson, Apprenticeship Training
H. T. Heald, Defense Training - Schools
W. C. Osterholm, Contracts Distribution Division
Gladwin E. Young, Department of Agriculture

The following alternates and other representatives of Federal agencies were in attendance:

H. T. Teichroew, (alternate), Office of Education
P. A. Doyle, WPA
W. C. Archer, Apprenticeship Training
Nat T. Frame, Department of Agriculture
Leo Wertz, OPM
Regional Office Staff, Bureau of Employment Security

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

The following correction was made on the minutes of the meeting held on November 12, 1941. On Page 6, Line 9, change the line which reads:

"Miss Southall's opinion was that no discrimination was involved in this case."

to the following:

"Miss Southall's opinion was that the discrimination was the fault of the interviewer whose services have already been dispensed with."

Other than this, the minutes were approved as submitted.

II. READING OF COMMUNICATIONS

1. Resignation of Fowler McCormack

A communication from Fowler McCormack addressed to Sidney Hillman tendering his resignation as a member of the Sixth Regional Labor Supply Committee was read.

2. Further Developments on Appointment of Labor Representative

A communication was read from R. M. Barnett stating that the appointment of Michael Hall as the labor representative was not yet effective and as soon as he had further information, he would relay it to the Committee.

It was pointed out that on the TWI panel in Chicago, there are two labor representatives, one representing CIO, and one, AFL. The Committee made the following motion with regard to having these two members serve on the Committee until such time as a labor representative is appointed;

MOTION: That the Committee invite the two labor representatives presently attached to the TWI panel to participate in these meetings until such time as a permanent labor representative has been appointed.

MOTION CARRIED

3. Request to Hold Meeting in Milwaukee Relative to Displacement of Workers in that City.

Correspondence between Mr. Ray Bailey, Business Representative of District Number 10, International Association of Machinists and the Regional Office of the Bureau of Employment Security was read to the Committee. The following action was taken with respect to holding a meeting in Milwaukee to consider labor displacement in that city:

MOTION: It was the concensus of the Committee that a meeting should be held in Milwaukee at an early date for the purpose of determining the possibilities of assistance that the Committee can render in the Milwaukee situation.

MOTION CARRIED

III. UNFINISHED BUSINESS

1. Minority Groups

Mr. Scott reported on the meeting held in the offices of the Illinois State Employment Service on November 19 to discuss the role of the State Employment Service in labor supply and its responsibilities under the President's Executive Order regarding discrimination, and the new operating policy and procedures that have been issued by the Bureau. Mr. Scott stated Mr. Brock gave suggestions to the State Employment Service people as to how they might perform a very useful and necessary function in this total picture.

Miss Southall stated that a representative of the Fair Employment Practices Committee was in Chicago and was making a survey of the Minority Group situation, and would make a report of his findings to Washington. There is a strong possibility that this committee will hold a meeting in the near future in Chicago.

The new policy of the Bureau of Employment Security with respect to Minority Groups was discussed and the following motions were passed:

MOTION: That this Committee urge the National Labor Supply Committee to request the Bureau of Employment Security to advise all State agencies that the policy relating to discrimination constitutes only minimum standards, and that the States are at liberty to implement them.

MOTION CARRIED

MOTION: That the Regional Labor Supply Committee communicate with the various State administrations in this Region and attempt to cooperate with them in revising upward above these federal specifications within our Region.

MOTION CARRIED

2. Northern Pump Company

Several communications have been received by the Labor Supply Officer from the State agencies in this Region relative to the labor pirating of the Northern Pump Company of Minneapolis, Minnesota. At a previous meeting these were referred to Major Warfel for a complete report.

Lieutenant Commander Twyman reported that the Northern Pump Company was working on Navy contracts, and he had visited the plant recently. He was quite enthusiastic about the Northern Pump Company and its facilities, and stated that the Navy is very well satisfied with their work.

The following motion was passed:

MOTION: That the matter be referredfor further investigation and action on the part of Major Warfel and Lieutenant Commander Twyman.

MOTION CARRIED

IV. NEW BUSINESS

1. Buick Motor Company

The Buick Motor Company has requested the Illinois State Employment Service to recruit 500 skilled workers by negotiated transfer from other employers for their new plant in Melrose Park. They will recruit the balance of their employees from wherever they are able to obtain them. The Committee was informed that a meeting was to be held in the offices of the Illinois State Employment Service at which Mr. Wooliever of Buick would be present. It was the opinion of the Regional Office of the Bureau of Employment Security that the Illinois State Employment Service should be designated to recruit all the workers for the Buick plant in order not to disturb the labor market.

Considerable discussion followed and Mr. Kelley and Major Warfel were designated to attend the meeting with Mr. Hepler. The following action was taken by the Committee;

MOTION: That the Labor Supply Committee representatives convey to the representative of the Buick Motor Company the request that they make use of all the facilities of State and Federal agencies in the recruitment of their labor force in order not to disturb the labor market, and that in their own employment, they establish some orderly procedure to prevent a serious deprival of services of skilled workers from other defense industries in or out of the area.

MOTION CARRIED

2. ES-223 Reports

ES-223s are forms which are filed by the State agencies on concerns facing serious labor displacement in their plants. A suggestion was placed before the Committee for their consideration that perhaps the various procurement agencies of the Government could meet twice weekly to discuss these ES-223 reports and the facilities available in each plant so that they could be called to the attention of the proper procurement agency for their consideration. The following motion was passed:

MOTION: It was the concensus of the Labor Supply Committee that the various agencies reporting on this Committee who are concerned with procurement and allocation of contracts might meet informally for the purpose of expediting the processing of Forms ES-223 which relates to employer reports indicating the imminent displacement of workers; such action to be entirely voluntarily and subject to determination by the interested agencies.

MOTION CARRIED

3. Report of Regional Economic Analyst

Mrs. Berman stated that Regions V and VI have been hardest hit by priorities unemployment. In Fourteen States, including all of the States in Region VI, initial claims for Unemployment Compensation were higher in October, 1941, than in the corresponding month of 1940.

V. SPECIAL MEETING

It was announced that Mr. Eric Nicol would address a special meeting of the Regional Labor Supply Committee on Thursday, December 4, 1941, at 2:00 p.m. in the NYA Conference Rooms. This meeting was postponed until December 5, 1941, and a summary of this special meeting is attached hereto.

VI. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 1:30 p.m.

SUMMARY

SPECIAL MEETING

December 5,1941

MEMBERS NOT PRESENT

Mr. Brock called the meeting to order at 2:00 p.m. The following members were not present:

H. T. Heald, Technical Schools
S. C. Campbell, NYA
M. M. Hanson, Apprenticeship Training
Gladwin E. Young, Department of Labor

OTHERS PRESENT

J. H. Campbell (alternate), Apprenticeship Training
A. B. Englehart, NYA
Eric Nicol, Labor Division, OPM
Mr. Atchison, Contracts Distribution Division, OPM
Matthew Witczak, AFL Representative, TWI Panel
C. J. Russell, Informational Service
S. B. Danley, Bureau of Employment Security, Washington
Regional Office staff of Bureau of Employment Security

OPERATING SUB-COMMITTEE MEETING

Mr. Hepler reported that a special meeting of the operating sub-committee was held regarding the operation of the defense training program. The following conclusions were arrived at:

1. The reporting was inaccurate and inadequate for the purpose.

2. The courses were not proper and were not in accordance with demand.

3. There was a surplus of trainees in this Region.

4. There are an excessive number of trainees finding jobs in which their training is not utilized.

5. The complaints of employers regarding the ineffectiveness of training and inability of trainees to perform.

The only recommendation made by the Sub-Committee was under Point 1 as follows:

The Sub-Committee instructed the Regional Economic Analyst to work with a Committee from the three States including members from the WPA, NYA, schools and the Employment Service to develop in this Region procedures for more accurate reporting. If the reporting program is inadequate, the Committee should have a substitute to offer.

MOTION: That the report of the Sub-Committee be received as one of progress.

MOTION CARRIED

Mr. Brock introduced Mr. Nicol, Associate Chief, Labor Supply Branch, Office of Production Management.

STATEMENT OF MR. NICOL:

We are interested in getting a job done for defense. The group in this area and the group in Washington are a definite part of the whole defense program and have a part in the direction in which it goes. Both in percentage and in results we can claim some progress over and above other agencies of the Government because we were the first to sense the need for thorough organization in the field. People are becoming conscious of the fact that the main factor in getting production is manpower. Provisions for defense production are worked out with the manpower problem very definitely in mind.

We realize there are comments and resolutions in the minutes of the labor supply committee meetings which we are not giving adequate attention to. Mr. R. M. Barnett is in the process of trying to set up an Informational Service to submit promptly information to regional and area labor supply committees.

A new National Policy Committee has been formed in Washington consisting of three members from the AFL, three from the CIO, and six top management representatives.

Transferring workers from one industry to another on a central basis is something that is entirely new and it seems to be working. We are now sitting down with top management and top production officials working out production schedules.

The Regional Committees have done a splendid job in getting together and in meeting constantly and in facing their problems rather coldly but effectively. The key to the problem is here. We have appointed management representatives on the Committees to acquaint employers with our motives and objectives. We have to get labor concerned about various problems and get them interested in working with us. A labor representative has been appointed to the Committee.

The Army, Navy, and Contracts Distribution Division are the most important factors on the Committee. The offices of the Employment Service are the eyes and ears of the Office of Production Management.

Mr. Nicol was very enthusiastic about holding community meetings stating it had worked out very successfully in other regions. He also stated Washington did not want the Labor Supply Committees to become involved in recommending certification of communities.

Mr. Brock pointed out we obtained ES-223 reports of labor shortages and copies of these reports are sent to the Contracts Distribution Division, who survey the plant, and send the information to Washington, but nothing further is heard regarding them. Mr. Nicol stated that he would take this up when he returned to Washington and would advise us.

A general discussion followed and various members of the Committee urged Mr. Nicol that steps be taken to bring about better coordination among the Federal agencies such as Priorities, Labor Supply, Contracts Distribution Division, and the Procurement Sections of the Army and Navy, so that all of these Governmental agencies may be enabled to make a unified approach in meeting the problems created by priorities on raw materials which is the basic cause of worker displacement.

REMEMBER PEARL HARBOR!

From: Informational Service
Region VI (Ill., Ind., Wis.)
Social Security Board
356 U. S. Courthouse
Chicago, Illinois

P. R. No. 129-2
(For release upon receipt)

MIDWEST JOB INSURANCE
CLAIMS SHOW INCREASE

Layoffs of workers due to material shortages and curtailment orders were reflected by an increase in the number of claims filed for unemployment compensation benefits in the last three months of 1941, Eugene J. Brock, mid-west Regional Labor Supply Officer of the Social Security Board announced today. However, claims filed for this period were not as high as for the same period in 1940, Brock said.

During the last quarter of 1941, the total of all claims filed in the Region, comprising the States of Illinois, Indiana, and Wisconsin, was 15 percent under the number filed during October, November, and December, 1940, in contrast with third quarter claims in 1941 which were 47 percent under third quarter claims for the preceding year.

December figures, which for the first time in 1941 showed an increase over the number of claims filed in corresponding months of 1940, indicated the increasing volume of layoffs, Brock pointed out. Fourteen and one-tenth percent more claims were filed in December 1941 than were filed during the same month of 1940.

The total value of benefit payments also reflected the upswing in "priority" layoffs. Second quarter job insurance payments were 46 percent, and third quarter payments 45 percent, under 1940 payments in the same period. Fourth quarter payments in 1941, however, were only 11 percent under 1940 fourth quarter disbursements. December payments for the three States totalled $3,857,011.00.

(OVER)

Unemployment compensation data indicate that Illinois suffered less from labor displacements than either of the other two States in Region VI. Fourth quarter figures in 1941 showed that claims had decreased from the previous period, and were still 24 percent under the number filed in the same quarter of 1940. On the other hand, Indiana claims were 10 percent higher and Wisconsin claims 13 percent higher in the fourth quarter of 1941 than they were in the fourth quarter of 1940.

Despite the volume of war production in Indiana, layoffs, largely as a result of material shortages and the curtailment of automobile and refrigerator production, have resulted in a great increase in the number of unemployment compensation claims filed. The layoffs are expected to be temporary. Workers are being recalled as rapidly as conversion of plants to war production can be made.

In Wisconsin, anticipated layoffs became actualities during December in automotive parts plants in Janesville, Kenosha, Milwaukee, and Eau Claire. As a result of these and other labor displacements resulting from the transition from civilian to war production, claims filed in the fourth quarter of 1941 were 13 percent higher than the number filed in the last quarter of 1940.

#cjr-1/28/42#

Editors note: See attached tables.

VALUE OF BENEFIT PAYMENTS*
REGION VI

| | 1940 | 1941 | Percent change in 1941 from same quarter in 1940 |
|---|---|---|---|
| **Region VI** | | | |
| First Quarter | $14,971,324 | $10,670,468 | - 28.7 |
| Second Quarter | 17,178,557 | 9,182,167 | - 46.5 |
| Third Quarter | 15,720,271 | 8,639,407 | - 45.0 |
| Fourth Quarter | 9,805,609 | 8,747,087 | - 10.8 |
| **Illinois** | | | |
| First Quarter | 10,724,954 | 7,865,683 | - 26.7 |
| Second Quarter | 13,379,853 | 7,852,347 | - 41.3 |
| Third Quarter | 11,857,191 | 6,621,318 | - 44.2 |
| Fourth Quarter | 7,687,903 | 6,094,036 | - 20.7 |
| **Indiana** | | | |
| First Quarter | 2,707,812 | 1,809,356 | - 33.2 |
| Second Quarter | 2,740,317 | 912,538 | - 66.7 |
| Third Quarter | 2,598,924 | 1,297,566 | - 50.1 |
| Fourth Quarter | 1,423,280 | 1,848,068 | + 29.8 |
| **Wisconsin** | | | |
| First Quarter | 1,540,558 | 995,429 | - 35.4 |
| Second Quarter | 1,058,387 | 417,282 | - 60.6 |
| Third Quarter | 1,264,156 | 720,523 | - 43.0 |
| Fourth Quarter | 698,426 | 804,983 | + 15.3 |

* From monthly reports to Bureau of Employment Security by State Employment Security Agencies

January 1, 1942
Bureau of Employment Security
Social Security Board

ALL CLAIMS
REGION VI

| | 1940 | 1941 | Percent change in 1941 from same quarter in 1940 |
|---|---|---|---|
| **Region VI** | | | |
| First Quarter | $2,019,608 | $1,403,124 | - 30.5 |
| Second Quarter | 2,455,078 | 1,359,685 | - 44.6 |
| Third Quarter | 1,989,014 | 1,061,562 | - 46.6 |
| Fourth Quarter | 1,363,343 | 1,158,621 | - 15.0 |
| **Illinois** | | | |
| First Quarter | 1,305,278 | 945,115 | - 27.6 |
| Second Quarter | 1,836,585 | 1,125,886 | - 38.7 |
| Third Quarter | 1,417,450 | 762,601 | - 46.2 |
| Fourth Quarter | 1,006,166 | 761,264 | - 24.3 |
| **Indiana** | | | |
| First Quarter | 396,319 | 267,814 | - 32.4 |
| Second Quarter | 415,182 | 150,692 | - 63.7 |
| Third Quarter | 390,879 | 187,033 | - 52.2 |
| Fourth Quarter | 215,004 | 237,097 | + 10.3 |
| **Wisconsin** | | | |
| First Quarter | 318,011 | 190,195 | - 40.2 |
| Second Quarter | 203,311 | 83,107 | - 59.1 |
| Third Quarter | 180,685 | 111,928 | - 38.1 |
| Fourth Quarter | 142,173 | 160,260 | + 12.7 |

* From monthly reports to Bureau of Employment Security by State Employment Security Agencies

January 1, 1942
Bureau of Employment Security
Social Security Board

LABOR SUPPLY COMMITTEE - MINUTES (1942)

REGION VI

Reg 6.

IN REPLY REFER TO
FILE No.

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

JAN 24 1942
262

356 U. S. Courthouse
Chicago, Illinois
January 21, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find copy of the minutes of the Sixth Regional Labor Supply Committee held on Wednesday, January 14, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES – REGIONAL LABOR SUPPLY COMMITTEE

REGION VI

TWELFTH MEETING

The twelfth meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m. in the offices of the Illinois Division of Placement and Unemployment Compensation, Chicago.

The following members and alternates were NOT present:

Paul Mertz, TWI
W. C. Osterhelm, Contracts Distribution Division, OPM
R. Prichard (alternate), Contracts Distribution Division, OPM
Lt. Colonel J. B. Cuno (alternate), Liaison Officer, OUSW
D. B. Prentice (alternate), Technical Training
M. M. Hanson, Apprenticeship Training
J. H. Campbell (alternate), Apprenticeship Training
J. V. Swanson, Civil Service Commission
Phelps Kelley, Management

Other representatives of Federal agencies in attendance were:

W. Loomis, Field Representative, Defense Training
Leah Dickinsen, NYA
Mr. Atchison, Contracts Distribution Division, OPM
Matthew Witczak, Apprenticeship Training
Members of the Regional Office Staff, Social Security Board

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

Miss Anderson's name was omitted from the list of alternates attending the meeting of the Sixth Regional Labor Supply Committee held on November 26. Please correct your copy of the minutes to include Miss Anderson's name among those present at this meeting.

Other than this, the minutes were approved as submitted.

II. AREA AND STATE LABOR SUPPLY COMMITTEES

Mr. Brock informed the Committee that at present under consideration in Washington was a plan for forming labor supply committees on area and state basis, the central idea being that the area labor supply committee would deal with problems located in their area, and if they were unable to resolve them, they would be referred to the state labor supply committee, which in turn would refer unsolved problems to the Regional Labor Supply Committee. These committees would be organized along the same pattern as the Regional Labor Supply Committee with the exception that they would be considerably smaller. In the discussion which followed, it was the concensus of the group that nothing definite could be decided at the regional level until further information was received from Washington. However, the Committee went on record as stating that the Regional Labor Supply Committee would follow the suggestions and patterns set down by the National Labor Supply Committee.

III. FEDERALIZATION OF THE EMPLOYMENT SERVICE

Mr. Brock told the Committee that the President of the United States issued a request to all the Governors requesting them to turn over, for the duration of the emergency, the State Employment Services to the Federal Government in order to effect a national employment service system. All the Governors agreed to this and within ten days time the former State employment agencies were integrated into a national system known as the United States Employment Service.

The Acting Chairman explained that State lines would still be observed and State agencies as previously existed will continue with some modification and changes. The reason for the lack of complete federalization is that the local employment offices will still take claims for unemployment compensation for workers who are laid off because this remains a State function which varies from State to State. The federalization of the employment service will speed up claims of worker and will give greater flexibility and develop more uniform patterns of operation.

IV. PROBLEM OF SUPPLYING LABOR TO DEFENSE CONTRACTORS

Mr. Hepler called the Committee's attention to the fact that there are two vital problems which the Committee might well be thinking about in connection with war production. One, that we are faced with expansion in the production of war materials, and secondly, that industry will lose some of the younger workmen to military service and workers will have to be trained to do these jobs.

A great deal of consideration should be given to the training of women and over-age people who are physically unfit for the armed services. It was pointed out that the bigger army we have, the more manpower will be taken out of industry and a larger portion of this manpower will have to be replaced by women. Women can be trained for defense jobs now held by men with the exception of jobs which would be impossible for women to handle.

One of the factors standing in the way of the training of women is the reluctance on the part of employers to hire women to take the place of men. It was suggested that the Employment Service, School people, and the NYA contact the defense employers and find out their labor picture with regard to women.

It was also suggested that the Council of State Administrators be contacted to find out what steps they are going to take in determining the need for women in war production, and what training they will give to women. They should also be urged to lay plans for utilizing training facilities to the maximum - 7 days a week, 24 hours a day.

After due consideration the following motion was passed:

MOTION: That the Acting Chairman be instructed to select the principle defense employers in this region and address a communication to them calling their attention to the fact that with an increased volume of production on war materials, manpower will be drained off to the armed forces, and it will be necessary for them to fall back on other workers such as the middle-aged, handicapped, minority groups, and women for their labor supply.

This proposed letter should urge these employers to make a study of their jobs with a view of determining which of them could be adapted for any one of the above groups and could be broken down.

This letter should contain the suggestion that the Regional Labor Supply Committee recommends equal pay for equal work for the persons trained to take these jobs which men formerly occupied.

MOTION CARRIED

It was also proposed that a copy of this letter should be sent to the members of the Committee for their consideration and comments at the next Regional Labor Supply Committee meeting. Also a copy of this proposed letter should be sent to the State organizations of the CIO and AFL.

V. FARM IMPLEMENT INDUSTRY CONFERENCE

The Acting Chairman called upon Mr. Hepler to give a statement on the Farm Implement Conference held at the Congress Hotel in Chicago on January 9, 1942. Mr. Hepler stated that Mr. Eric Nicol of OPM made a statement to the people assembled evolving a set of principles which would govern the transfer of workers from non-defense to defense work within the plants of the farm implementindustry, and the various representatives of both groups were invited to state their position before the actual discussion began.

Labor stated it was interested in definite information regarding defense contracts and curtailment orders. Management stated that they felt that the policy worked out for the rubber industry would not be applicable to them. They stated there would be no total curtailment in the farm implement industry, and hence there was really no problem.

Mr. Oliver of OPM stated that there would be a declaration of policy by OPM governing the transfer of workers. OPM would prefer to have management and labor agree, but whether they agreed or not, there would be a policy issued.

Using the principles adopted by the rubber industry as a guide, the representatives present considered each of the six principles individually and accepted them subject to interpretation at the local level. These principles would be applied and interpreted locally by agreement between management and labor subject to appeal of decision.

VI. REPORT OF LABOR MARKET ANALYST

Mrs. Berman stated that any estimate of the effect on displacement in the farm implement industry would have to wait until more detailed information is received from the industry. There are over 80,000 workers in the farm equipment industry in this region concentrated in a few areas. To date layoffs on the ES-223s have been very few. The displacement will not be nearly as serious as we first thought it might be. There will be layoffs of between 1,600 and 2,000 in the Chicago area. However, layoffs in certain communities in this region will cause serious displacement.

Another major displacement problem in this area will be caused by the effect of the curtailment order on automobile production. As of the last week in December from inquiries made of plants producing automotive parts and accessories, it was disclosed that in Illinois out of 5,800 employees, 3,100 have been laid off, and 1,100 were scheduled to be laid off by the end of February; Indiana, 5,000 had been laid off with an anticipated additional layoff of 8,000; Wisconsin, 1,800 had been laid off with an anticipated additional layoff of 2,600.

VII. MINORITY GROUP REPORT

Mr. Scott reported that the Fair Employment Practices Committee would hold their hearings in Chicago on January 19 and 20.

He also called the attention of the Committee to a problem in East St. Louis, Illinois, of a group of 600 Negro boys and girls who live in a NYA resident center. They receive work experience, but no organized job training is provided for them. When a training course for these young people was proposed to the Local Council of Administrators, it was vetoed by the Board of Education's representative on the Council and the decision upheld by the Board of Education's representative on the State Council of Administrators. The proposal has been sent to the U. S. Office of Education in Washington, but action has not been taken on it.

It was proposed that this matter should be called to the attention of the National Labor Supply Committee. However, the Committee felt that the Acting Chairman should appoint a Committee to meet in EastSt. Louis to try and resolve this problem at the local level before referring it to Washington. Acting on this motion, the Acting Chairman appointed Messrs. Widdowson, Hall, Hepler and Major Warfel as a Committee to consider this problem.

VIII. STATEMENT BY LABOR REPRESENTATIVE

The labor representative, Michael Hall, made a report to the Committee and called their attention to a problem in Evansville, Indiana, where it had been reported that Servel, Inc., and the Faultless Castor Company were releasing their older workers and hiring new workers at a lower salary for their defense work. The Committee instructed Mr. Hall to investigate this situation further and report back to them.

IX. NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on January 28, 1942, in the Offices of the NYA, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.

X. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 3:00 p.m.

IN REPLY REFER TO
FILE NO.

FEDERAL SECURITY AGENCY

# SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

356 U. S. Courthouse
Chicago, Illinois
February 4, 1942

WOMEN'S BUREAU
FEB 13 1942
DEPARTMENT OF LABOR

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on Wednesday, January 28, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES - LABOR SUPPLY COMMITTEE

REGION VI

THIRTEENTH MEETING

The thirteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m. in the Offices of the NYA, Chicago, Illinois.

The following members and alternates were NOT present:

Paul Mertz, TWI
E. H. Adriance (alternate), TWI
H. T. Teichroew (alternate), U. S. Office of Education
H. T. Heald, Technical Training
D. B. Prentice (Alternate), Technical Training
D. D. Lescohier, Department of Labor
M. M. Hanson, Apprenticeship Training
J. H. Campbell (alternate), Apprenticeship Training
Lt. Col. John B. Cuno (alternate), Selective Service
W. C. Osterholm, Contracts Distribution Division
L. A. Brown, WPA
F. M. Sherlaw (alternate), WPA
S. C. Campbell, NYA

Other representatives of Federal agencies in attendance were:

Harry Lippart, Director, Wisconsin USES
Chester W. Hepler, Director, Illinois USES
Robert Garrigan, Defense, Health and Welfare
P. Doyle, WPA
Matthew Witczak, Apprenticeship Training
Major Wade, U. S. Army
Thomas H. Wright, Field Representative, Minority Groups

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

The following corrections were noted on the minutes of the meeting held on January 14, 1942:

Page 2, Line 12, change word "claims" to "placements". The line will read:

> The federalization of the Employment Service will speed up placement of workers, and will give greater flexibility and develop more uniform patterns of operation.

Page 4, Line 11, change the first sentence of Paragraph 2 under the heading "Minority Groups" to the following:

> He also called the attention of the Committee to a problem in East St. Louis Illinois, of a group of 600 Negro boys and girls who were being trained in a NYA Work Experience Center.

Other than these corrections, the minutes were approved as submitted.

II. REPORT ON STATUS OF AREA COMMITTEES

To date no further information has been received relative to the forming of State and Area Labor Supply Committees. The only definite information the Acting Chairman has received is that these Committees will be confined to State lines, and the State Labor Supply Committees will have area Committees within their State reporting to them.

III. LETTERS TO DEFENSE EMPLOYERS AND LABOR ORGANIZATIONS URGING FULL UTILIZATION OF AVAILABLE LABOR.

Due to the heavy work-load in the Regional Office, copies of these proposed letters could not be sent to the members of the Regional Labor Supply Committee prior to the meeting. The proposed letters to defense employers and labor organizations were read to the Committee, and copies are attached hereto.

MOTION: That the letters as drafted be accepted.

This motion was amended to include the following suggestions:

AMENDMENT: That these letters be written on special letterheads which would contain the names of the various agencies represented on the Regional Labor Supply Committee. (In connection with this, Miss Anderson of the NYA offered the services of her organization to multilith these letterheads.)

It had been proposed that a copy of the letter to defense employers be sent to labor organizations, and the Committee felt that defense employers to whom the letter was written should also receive a copy of the letter to labor organizations.

MOTION WITH AMENDMENTS PASSED.

IV. REPORT OF MINORITY GROUP

1. Problem of Training at East St. Louis

At the last meeting of the Labor Supply Committee, a sub-committee was appointed to meet in East St. Louis to discuss the problem of a training course for the 600 boys and girls who receive work experience training, but no organized job training in an NYA Work Experience Center. Mr. Widdowson advised that new procedures had recently been established by the U. S. Office of Education, and Mr. Hawkins of that Bureau had advised the State Board of Vocational Training to go to East St. Louis and get a definite answer to the following:

Will the local school sponsor this training; or if not, will the Illinois State Board sponsor it directly?

On the basis of the above, it was decided that the proposed sub-committee meeting be held in abeyance until Mr. Widdowson and Mr. Scott could furnish further information regarding this problem.

2. Appointment of Thomas H. Wright

Miss Southall made the announcement that Thomas H. Wright had been appointed field representative of the Minority Branch, Labor Division, War Production Board, to work on other than Negro Minority Group problems.

3. Discrimination Complaint of the Bureau on Jewish Employment Problems

Mr. Barron of this concern called attention to the fact that the School of Business of the University of Chicago, which is conducting a business training course for the defense program, sponsored by the ESMDT Committee of the U. S. Office of Education, included on its application blank the following questions:

Religion: Protestant_____Catholic_____Jewish_____Other_____

Race: White_____Colored_____Other_____

It was the concensus of the Committee that this was in direct violation of the defense training policy, and Miss Southall was delegated to make a full investigation and report back to the Committee.

4. Discrimination against Aliens

A letter From C. W. Hepler, Director of the Illinois United States Employment Service, was read to the Committee which indicated that the Independent Pneumatic Tool Company and the Aurora Bronze and Aluminum Company of Aurora state that they have definite orders from the Navy not to hire aliens under any consideration, and that this clause is contained in their contracts, and they are unable to change this policy because the Employment Service requests them to do so.

It was pointed out that this clause is contained in Navy contracts, but that permits could be obtained to employ aliens, but that it usually takes about six months to obtain a permit. This communication was referred to Lt. Commander Fwyman for investigation and a report at the next meeting of the Labor Supply Committee.

V. REPORT OF LABOR REPRESENTATIVE

Mr. Michael Hall reported that he had received a letter from James Payne, CIO Field Organizer in Evansville, Indiana, in which Mr. Payne charged that the Faultless Caster Company were discriminating against their older workers and that approximately 50 had been laid off on civilian production, or working part-time, while outsiders were taken on and were working 56 hours a week in the defense section of the plant. Also employees working in civilian production in the plant were not permitted to transfer into defense production without the loss of their seniority.

In contacting the company regarding this charge, Mr. Hall stated that their answer was that older employees were permitted to transfer from non-defense to defense work without the loss of seniority provided that the company felt that they were qualified, but they would not permit any of their employees to transfer to outside industries for defense work and retain their seniority.

It was the concensus of the Committee that this problem was not within their jurisdiction. The plant is only partially organized and they have no contract or agreement with the company, and it seemed to be a problem which would have to be worked out between employees and employer.

However, these workers are being trained in vocational schools, and it is expected that these workers will be absorbed by the Briggs Body Company and the Chrysler plants when these firms start production within the next 60 or 90 days.

## VI. REPORT OF LABOR MARKET ANALYST

### 1. Manitowoc, Wisconsin

The Labor Market Analyst informed the Committee that the certification of Manitowoc will probably be withdrawn. This action was recommended by the War Department because of the increase in shipbuilding activities in Manitowoc. However, unemployment compensation records indicate that workers laid off by the aluminum goods industry are not finding other jobs. According to a news release the Aluminum Goods Company has orders for the production of plane tanks, and is soon to start mass production of shell cases. If this will be the case, the displaced workers of the Aluminum Goods Company may be expected to be reemployed.

### 2. Evansville, Indiana

This community experienced considerable unemployment as a result of material shortages. A recent news release stated that the Briggs Body Company and the Chrysler Corporation had received contracts for airplane parts which would require the employment of about 16,000 people in their Evansville plants, which is more than the number displaced. If this employment materializes, Evansville will no longer be a distressed area.

### 3. Ripon, Wisconsin

It is expected that the "distressed area" certification may be withdrawn from Ripon. The washing machine manufacturing firm which is the largest employer in the area has been authorized to continue the production of washing machines under a 16% rather than a 35% curtailment order, and also has received substantial war production contracts. No layoffs are anticipated. If this situation continues the area will no longer be distressed.

### 4. Janesville, Wisconsin

It is reported that some employees of the General Motors Company of Janesville, Wisconsin, are being transferred from Janesville to the Buick plant at Melrose Park, Illinois. An attempt is being made to secure definite information about the General Motors Corporation plans for the Janesville plants.

### 5. La Crosse, Wisconsin

La Crosse, which was certified as a "distressed area" several months ago, is still suffering from extensive unemployment. There are no work opportunities within a commuting distance, and no immediate prospects for reemployment in the

area. The Allis Chalmers Company, a farm equipment manufacturer, has a plant in La Crosse and also in La Porte, Indiana. The company is at present expanding operations in La Porte and is planning to hire about 100 additional workers in that area, where the labor demand so far exceeds the local supply that many thousands of workers will have to be imported and housed. If it were possible for the Allis Chalmers Company to allocate some of the additional production to its LaCrosse plant rather than to the Indiana location, it would help relieve the LaCrosse situation, and avoid intensifying the labor shortage in the La Porte area.

Mr. Harry Lippart, Director of the Wisconsin United States Employment Service, was directed by the Committee to contact the Allis-Chalmers Company to see if it would transfer some of the defense work from the La Porte plant to La Crosse.

6. Employment of Women

Approximately 6,500 women may be hired by the Todd Brown Company at the Kingsbury Ordnance plant at Kingsbury, Indiana, between January and June 1942. The bulk of the hiring will be of unskilled workers to be trained as explosives operators.

At the Goodyear plant in Charlestown, Indiana, 1,000 women will be hired to complete the requirement for two shift operation. If the plant goes on three shifts, 1,400 additional workers will be needed.

VII. LABOR SUPPLY PROBLEMS

1. Agreement with Todd Brown

It was reported by Major Wade that on January 27, Todd Brown made an agreement with the Indiana United States Employment Service to hire exclusively through that service.

2. Farm Implement Industry

To date a report of the meeting of management and labor representatives of the farm implement industry held in Chicago on January 8 and 9 has not been made available to the Labor Supply Committee. With regard to this, the Committee took the following action:

MOTION: The Regional Labor Supply Committee should address a letter to the National Labor Supply Committee asking them to advise us if an agreement has been worked out in Washington regarding production plans and allocation of defense work to the plants of the farm implement industry, and that the Regional Labor Supply Committee should be furnished with a statement of what that agreement is as soon as possible.

MOTION CARRIED.

VIII. OTHER BUSINESS

1. Attachments

Attached please find a news release entitled "Midwest Job Insurance Claims Show Increase".

Also attached is a summary of clearance activities in the Regional Office during the period July 1 - December 31, 1941.

2. Chester W. Hepler

MOTION: The Committee wished to thank Mr. Hepler for his past services and to congratulate him on his new job as the Director for the Illinois United States Employment Service.

MOTION PASSED

3. Danley Machine Company

It was reported that several employees of this company who were trained by the Navy had been taken from this company by the Buick and Studebaker plants in Chicago. It was Lt. Commander Twyman's contention that both Buick and Studebaker were working in close cooperation with the Illinois United States Employment Service. Mr. Hepler pointed out that the Employment Service was not recruiting labor for these firms, but that he would be glad to give the Commander the names of the men who did the hiring for Buick and Studebaker.

4. Selective Service Deferments

Major Warfel asked the Committee's opinion on the following suggestion:

He planned on advising the Illinois draft boards that in cases of deferment they should receive from the prospective draftee's employer a letter indicating that the employer had contacted the Employment Service and that they were unable to find a replacement for the draftee. It was pointed out that several problems entered into finding a replacement, such as whether or not the employer would allow the Employment Service to put the order into intra-state or inter-state clearance, or would relax his specifications, etc. However, the Employment Service Directors present agreed to cooperate with the draft boards in every way possible.

IX. NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on February 11, 1942, in the Division of Placement and Unemployment Compensation, Room 414, Merchandise Mart, 222 West North Bank Drive, Chicago, Illinois.

X. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 1:30 p.m.

LETTER TO DEFENSE EMPLOYERS

Gentlemen:

The Labor Supply Committee of Region VI (Illinois, Indiana and Wisconsin), consisting of various Federal agencies as well as representatives of labor, management and other groups charged with the responsibility for registration, referral and training of workers for the war effort, desire to inform employers that as a result of the daily expansion in the production of war materials, a serious labor shortage is expected in the very near future. This will be true in spite of the fact that many thousands of workers may be temporarily unemployed until conversion and retooling are effected.

These shortages will be particularly acute in the various metal trades in both the highly skilled and semi-skilled classifications. Unless immediate steps are taken to anticipate these shortages, there is danger of serious delay in the production and delivery of vitally needed tools and arms necessary for the protection of the Nation.

Additional millions of workers will be needed in the months immediately ahead, and since the existing supply of skilled and semi-skilled workers is already near exhaustion, it is obvious that new sources of labor supply must be created to fill future demands.

The Sixth Regional Labor Supply Committee proposes for your consideration the following steps to meet this problem:

1. Lowering of physical and age standards.
2. Breakdown of jobs to smaller and simpler tasks.
3. Upgrading of workers presently employed and filling of vacancies created with less skilled.
4. A plant training program.
5. A review and survey of all jobs to determine which of them may be assigned to
   (a) women
   (b) persons with some physical handicap
   (c) the use of persons in the plant formerly barred for employment by reason of race, religion or national origin
   (d) older workers

In employing workers in these groups, it is assumed that the principle of equal pay for equal work will be applied.

The adoption of any one or all of the above suggestions are entirely subject to the desire and control of the employer. The Federal Government, through the Sixth Regional Labor Supply Committee, offers its cooperation through the medium of the following services:

1. The 127 local offices of the United States Employment Service in this region, with a trained staff of approximately 3,000 persons, are able and willing to secure workers in any

classifications or numbers, subject to the availability of such workers. The service is part of the national system consisting of 1,500 full-time offices and some 3,500 part-time offices throughout the country. Through the medium of these 5,000 offices throughout the nation, the available workers in the country can be placed at the disposal of the employer.

2. The advice and assistance of the Training Within Industry staff, composed of panels of experienced, professional and industrial training personnel.

3. The Occupational Analysis Division of the United States Employment Service, whose staff can aid in the analysis of various jobs with a view of breaking them down to simpler fractions. This division has and is rendering valuable service to the Army and Navy, Arsenals, Navy Yards and Industrial Establishments.

4. The Office of Education in cooperation with State and Local School authorities in conducting training classes in pre-employment as well as supplemental training in those skills most vitally needed by plants engaged in war work.

5. The NYA through its network of training centers is ready to supply trained young people in many trades and skills.

Every employer presently engaged in the production of war work is urged to undertake an immediate survey of his labor needs for the immediate future in the light of the impending shortages that will face him in the months immediately ahead. As previously stated the various technical services offered by the Federal Government are available at no cost and may be secured by contacting the nearest local office of the United States Employment Service serving the area in which the employer's plant is located.

To insure the success of the national effort it is imperative that this planning begin at once -- delay can result only in confusion and bottlenecks which in turn may seriously affect the success of our armed forces.

The Labor Supply Committee of this region invites your cooperation in Planning for VICTORY on the Production Front.

LETTER TO LABOR ORG NIZATIONS

Gentlemen:

The Labor Supply Committee of Region VI (Illinois, Indiana and Wisconsin), consisting of various Federal agencies as well as representatives of labor, management and other groups concerned with registration, referral and training of workers, is charged with the responsibility of supplying the labor needs of our war industries in this region.

The rapid expansion of our war production has already depleted the available supply of many skilled tradesmen, and practically exhausted even the supply of semi-skilled, and hence plans to expand the supply of workers who will be needed in the weeks and months immediately ahead are imperative.

To insure full production of vitally needed war materials, new sources of labor supply must be created. To this end, a series of suggestions found successful by past experience will now be made to employers in our war industries, a copy of these is attached.

The adoption by employers of some of these suggestions may be retarded by existing policies and regulations of labor organizations, which during normal times may be both appropriate and necessary, but in the light of present imperative needs of capacity production for war, may be the cause of unintentional delay.

To meet these problems the officials and members of your organization are invited to cooperate with the Labor Supply Committee in its plan to expand future supply of labor in the critical war occupations in order that full capacity production of vitally needed tools and munitions for our armed forces may be insured. It should be understood that none of the Committee's plans involve any breakdown of working conditions, hours or pay schedules presently in force between members of local unions and their respective employers. The Committee's plans merely provide for training and upgrading of workers presently employed as well as to make use of trainees of vocational schools and NYA training centers, as well as the full utilization of persons formerly not in the labor market, or barred from some types of employment by reason of age, sex, physical handicaps, race, religion or of national origin.

We believe that your organization can render immense aid in this planning by assisting and cooperating with the Committee in removing obstacles which may prevent the full utilization of every person in our war effort on the production field.

An expression of opinion from your organization is invited at your earliest convenience and should there be any questions which in your judgment need clarification, we shall be pleased to furnish it either through correspondence or in conference with representatives of the labor supply committee.

CLEARANCE ACTIVITY FOR LAST SIX MONTHS
(July 1, 1941 to Dec. 31, 1941)

---

TOTAL NUMBER OF ORDERS HANDLED BY REGIONAL OFFICE ---- 701

| | |
|---|---|
| Originating in Region VI | 324 |
| Originating in other Regions | 377 |

TOTAL NUMBER OF PLACEMENTS MADE ---------- 12,182

| | |
|---|---|
| Made through normal clearance (total) | 8,482 |
| Made through pooled interviews (approximate total) | 3,700 |

TOTAL NUMBER OF POOLED INTERVIEW EMPLOYERS VISITING THIS REGION IN THE PAST SIX MONTHS ---------- 29

EMPLOYERS CONDUCTING POOLED INTERVIEWS ORIGINATING IN THIS REGION:

Giddings and Lewis Machine Tool Co.
Allison Engineering Co.
Bendix Aviation
Manitowoc Shipbuilding
Holsclaw Brothers
Bash Motors
Booz, Fry, Allen & Hamilton

EMPLOYERS CONDUCTING POOLED INTERVIEWS FROM OTHER REGIONS:

Consolidated Aircraft
Hudson Motors
Boeing Aircraft
U. S. Cartridge Co.
Greenland Base Contractors
Jamaica Contractors
U. S. Army Services
Davy Tree Company
British Purchasing Commission
Chrysler Motors
DuPont
Baldwin Locomotive
Lockheed Aircraft
General Electric
Newfoundland Base Contractors
Trinidad Contractors
Panama Canal Commission
U. S. Naval Services
Edison Laboratories
Office of Price Administration
Remington Arms Co.
U. S. Civil Service Commission

REMEMBER PEARL HARBOR!

From: Informational Service
Region VI (Ill., Ind., Wis.)
Social Security Board
356 U. S. Courthouse
Chicago, Illinois

P. R. No. 129-2
(For release upon receipt)

MIDWEST JOB INSURANCE
CLAIMS SHOW INCREASE

Layoffs of workers due to material shortages and curtailment orders were reflected by an increase in the number of claims filed for unemployment compensation benefits in the last three months of 1941, Eugene J. Brock, mid-west Regional Labor Supply Officer of the Social Security Board announced today. However, claims filed for this period were not as high as for the same period in 1940, Brock said.

During the last quarter of 1941, the total of all claims filed in the Region, comprising the States of Illinois, Indiana, and Wisconsin, was 15 percent under the number filed during October, November, and December, 1940, in contrast with third quarter claims in 1941 which were 47 percent under third quarter claims for the preceding year.

December figures, which for the first time in 1941 showed an increase over the number of claims filed in corresponding months of 1940, indicated the increasing volume of layoffs, Brock pointed out. Fourteen and one-tenth percent more claims were filed in December 1941 than were filed during the same month of 1940.

The total value of benefit payments also reflected the upswing in "priority" layoffs. Second quarter job insurance payments were 46 percent, and third quarter payments 45 percent, under 1940 payments in the same period. Fourth quarter payments in 1941, however, were only 11 percent under 1940 fourth quarter disbursements. December payments for the three States totalled $3,857,011.00.

(OVER)

Unemployment compensation data indicate that Illinois suffered less from labor displacements than either of the other two States in Region VI. Fourth quarter figures in 1941 showed that claims had decreased from the previous period, and were still 24 percent under the number filed in the same quarter of 1940. On the other hand, Indiana claims were 10 percent higher and Wisconsin claims 13 percent higher in the fourth quarter of 1941 than they were in the fourth quarter of 1940.

Despite the volume of war production in Indiana, layoffs, largely as a result of material shortages and the curtailment of automobile and refrigerator production, have resulted in a great increase in the number of unemployment compensation claims filed. The layoffs are expected to be temporary. Workers are being recalled as rapidly as conversion of plants to war production can be made.

In Wisconsin, anticipated layoffs became actualities during December in automotive parts plants in Janesville, Kenosha, Milwaukee, and Eau Claire. As a result of these and other labor displacements resulting from the transition from civilian to war production, claims filed in the fourth quarter of 1941 were 13 percent higher than the number filed in the last quarter of 1940.

#cjr-1/28/42#

Editors note: See attached tables.

VALUE OF BENEFIT PAYMENTS*
REGION VI

| | 1940 | 1941 | Percent change in 1941 from same quarter in 1940 |
|---|---|---|---|
| **Region VI** | | | |
| First Quarter | $14,971,324 | $10,670,468 | - 28.7 |
| Second Quarter | 17,178,557 | 9,182,167 | - 46.5 |
| Third Quarter | 15,720,271 | 8,639,407 | - 45.0 |
| Fourth Quarter | 9,805,609 | 8,747,087 | - 10.8 |
| **Illinois** | | | |
| First Quarter | 10,724,954 | 7,865,683 | - 26.7 |
| Second Quarter | 13,379,853 | 7,852,347 | - 41.3 |
| Third Quarter | 11,857,191 | 6,621,318 | - 44.2 |
| Fourth Quarter | 7,687,903 | 6,094,036 | - 20.7 |
| **Indiana** | | | |
| First Quarter | 2,707,812 | 1,809,356 | - 33.2 |
| Second Quarter | 2,740,317 | 912,538 | - 66.7 |
| Third Quarter | 2,598,924 | 1,297,566 | - 50.1 |
| Fourth Quarter | 1,423,280 | 1,848,068 | + 29.8 |
| **Wisconsin** | | | |
| First Quarter | 1,540,558 | 995,429 | - 35.4 |
| Second Quarter | 1,058,387 | 417,282 | - 60.6 |
| Third Quarter | 1,264,156 | 720,523 | - 43.0 |
| Fourth Quarter | 698,426 | 804,983 | + 15.3 |

* From monthly reports to Bureau of Employment Security by State Employment Security Agencies

January 1, 1942
Bureau of Employment Security
Social Security Board

**ALL CLAIMS**
REGION VI

| | 1940 | 1941 | Percent change in 1941 from same quarter in 1940 |
|---|---|---|---|
| **Region VI** | | | |
| First Quarter | $2,019,608 | $1,403,124 | - 30.5 |
| Second Quarter | 2,455,078 | 1,359,685 | - 44.6 |
| Third Quarter | 1,989,014 | 1,061,562 | - 46.6 |
| Fourth Quarter | 1,363,343 | 1,158,621 | - 15.0 |
| **Illinois** | | | |
| First Quarter | 1,305,278 | 945,115 | - 27.6 |
| Second Quarter | 1,836,585 | 1,125,886 | - 38.7 |
| Third Quarter | 1,417,450 | 762,601 | - 46.2 |
| Fourth Quarter | 1,006,166 | 761,264 | - 24.3 |
| **Indiana** | | | |
| First Quarter | 396,319 | 267,814 | - 32.4 |
| Second Quarter | 415,182 | 150,692 | - 63.7 |
| Third Quarter | 390,879 | 187,033 | - 52.2 |
| Fourth Quarter | 215,004 | 237,097 | + 10.3 |
| **Wisconsin** | | | |
| First Quarter | 318,011 | 190,195 | - 40.2 |
| Second Quarter | 203,311 | 83,107 | - 59.1 |
| Third Quarter | 180,685 | 111,928 | - 38.1 |
| Fourth Quarter | 142,173 | 160,260 | + 12.7 |

* From monthly reports to Bureau of Employment Security by State Employment Security Agencies

January 1, 1942
Bureau of Employment Security
Social Security Board

FEDERAL SECURITY AGENCY

IN REPLY REFER TO

FILE NO.

# SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
February 20, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on Wednesday, February 11, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES - LABOR SUPPLY COMMITTEE

REGION VI

FOURTEENTH MEETING

The fourteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m. in the offices of the Illinois Division of Placement and Unemployment Compensation in Chicago.

The following members and alternates were NOT present:

M. M. Hanson, Apprenticeship Training
J. H. Campbell (alternate), Apprenticeship Training
Gladwin Young, Department of Agriculture
Lt. Col. J. B. Cuno (alternate), Under Secretary of War's office
Phelps Kelley, Management Representative
Lester A. Brown, WPA
F. M. Sherlaw (alternate), WPA
S. C. Campbell, NYA
Mary S. Anderson (alternate), NYA
Paul Hertz, TWI
E. H. Adriance (alternate), TWI
H. T. Teichroew (alternate), U. S. Office of Education
D. B. Prentice (alternate), Technical Training - Schools

Other representatives of Federal agencies in attendance were:

Miss Hawthorne, NYA
J. J. Zyrkowski, Apprenticeship Training
P. Doyle, WPA
J. J. Lamb, TWI
Chester W. Hepler, State Director, Illinois USES
Harry Lippart, State Director, Wisconsin USES
J. Bradley Haight, State Director, Indiana USES
R. Dubin, Chicago Ordnance District
T. Wright, Minority Groups, WPB
Members of Regional Office Staff, Social Security Board, Region VI

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on January 28, 1942, they were approved as submitted.

II. STATUS OF AREA AND STATE LABOR SUPPLY COMMITTEES

A confidential memorandum from John J. Corson, Director, United States Employment Service, was read to the Committee regarding the formation of area and State Labor Supply Committees. This information will be written into the minutes of the meetings of the Sixth Regional Labor Supply Committee after it has been made official.

## III. RELATIONSHIP OF THE EMPLOYMENT SERVICE TO DEFENSE EMPLOYERS

Representatives of the Employment Service in this region have for several months called on various defense employers urging them to cooperate with the Employment Service in the recruitment of their labor in order to maintain an orderly labor market and not cause unnecessary migration of workers from all over the country. Many of these firms have been contacted several times by representatives of the Employment Service, but nothing tangible has been accomplished, and it was felt by the Committee that some pressure should be brought on these defense employers to make them use the facilities of the Employment Service exclusively in recruiting their labor, and if the Employment Service is unable to obtain these workers for them, then they be allowed to obtain these workers using any device known to them for obtaining labor providing they do not disrupt the labor market.

It was the concensus of the Committee that there are four reasons why employers refuse to use the facilities of the Employment Service in recruiting labor:

1. They look on the Employment Service as more or less of a social service agency;

2. The person in charge of hiring for the employer feels that his personnel division will be abolished if he recruits workers through the Employment Service;

3. The employers feel that perhaps the Employment Service is in league with the unions to place agitators in their plants; and

4. That it is socialistic, and not in accord with the principles of free enterprise.

After several hours discussion, the Committee passed the following motion unanimously:

MOTION: Moved that in order to establish an orderly procedure in the labor market, the Employment Service approach the employer on the basis that it has been delegated the responsibility of providing labor for the war program, and that defense employe have been instructed by Messrs. Knutson and Hillman pursuant to an Executive Order of the President to use the Employment Service; and that it is no longer appropriate and proper to indulge in indiscriminate hiring practices without regard to the effect of these hirings upon other employers with defense contrats; secondly, that if employers do not accept the services of the Employment Service as offered and provided, the Employment Service representative and the proper military or naval officer should then impress upon that employer the fact that he is violating his responsibilities under the war program, and that it is his duty to utilize the Employment Service; thirdly, if the employer still refuses to accept the said service, the matter should be referred to the proper military

or naval officer for resolution; and, fourth, it is understood that the employer is not precluded from utilizing his own employment department to obtain labor provided such utilization does not have a disruptive effect upon the labor market, and it is expected that the company's employment department will work in close business relationship with the Employment Service in the obtaining of their labor supply.

MOTION PASSED

At the first meeting of the Sixth Regional Labor Supply Committee held on July 22, 1941, the following motion was passed, and it was resolved to emphasize it again in the minutes of this meeting with necessary revisions due to changes in organization:

MOTION: That the Sixth Regional Labor Supply Committee recommends to the Labor Division of the War Production Board the insertion of a clause in all future defense contracts requiring the holders of such contracts to use the facilities of the United States Employment Service exclusively in recruiting workers outside their immediate labor market area.

MOTION PASSED

PRESS RELEASE

Mr. C. John Russell, Informational Representative of the Social Security Board, who was present at the meeting, received the Committee's permission to release a news story on the above, and a copy of this release is attached hereto.

IV. UNFINISHED BUSINESS

1. Problem of Training in East St. Louis, Illinois

Several weeks ago the problem of training 600 Negro boys and girls who receive work experience training but no organized job training in a NYA Work Experience Center in East St. Louis, was brought to the Committee's attention. Mr. Scott reported that this matter had been cleared up by the State Board of Vocational Training, and arrangements have been made to give defense training to these Negro boys and girls.

2. Western Cartridge Company, Alton, Illinois

The Committee's attention was called to the fact that the Western Cartridge Company of Alton, Illinois, was discriminating against local labor. As of December 31, 1941, the records of the local office of the United States Employment Service indicated that there were approximately 2,500 people registered and available for work in the local labor market area. It was reported that this concern had requested federal housing for the labor they plan to recruit from other areas. Mr. Brock announced that further investigation will be made of this matter.

3. LaCrosse, Wisconsin

At the last meeting of the Committee it was reported that the Allis-Chalmers Company has plants in LaCrosse, Wisconsin, which is a "distressed area", and LaPorte, Indiana, which has a shortage of labor. Mr. Harry Lippart, Director for Wisconsin USES was instructed to contact this concern relative to their placing some of their defense work in the LaCrosse plant.

Mr. Lippart reported that he got in touch with the officials of Allis-Chalmers, and they stated that it was impossible to transfer any of this work because the machinery in the LaCrosse plant was not suitable for it.

4. Navy Permits for the Employment of Aliens

Lt. Commander R. J. Twyman reported that it takes at least six months to obtain a Navy permit to hire aliens. Since the outbreak of the United States entry into the War, the Navy Department has been swamped with requests for permits to hire aliens, and this has delayed the process somewhat.

5. Discrimination Complaint of the Bureau on Jewish Employment Problems

At the last meeting the Committee's attention was called to the fact that the School of Business of the University of Chicago, which is conducting a business training course for the defense program, sponsored by the ESMDT Committee of the U. S. Office of Ecucation, included on its application blank the following questions:

Religion: Protestant____ Catholic____ Jew____ Other____
Race: White_____ Colored_____ Other_____

This problem was referred to Miss Southall, who in turn referred it to Mr. H. T. Heald for investigation. Mr. Heald reported that he contacted the University, and they stated they had made an error in the application form used by this school, but they will rectify the matter and delete the questions from the application blank.

V. NEW BUSINESS

1. Labor Displacement at the Studebaker Corporation, South Bend, Indiana

The Acting Chairman called on J. Bradley Haight, Director for Indiana USES for a statement regarding the labor displacement at the Studebaker Corporation in South Bend, Indiana. Mr. Haight reported that this plant has temporarily laid off 8,000 workers, but these will be rehired by Studebaker within a few months. Meanwhile, the majority of these workers are finding jobs elsewhere in South Bend.

2. Curtiss-Wright Corporation

The Committee's attention was called to the fact that the specifications of this company for women employees seem unnecessarily discriminatory in respect to height. The matter was referred to Major Warfel for further investigation and recommendation.

## VI. REPORT OF LABOR MARKET ANALYST

Mrs. Ruth Berman, the Labor Market Analyst, made the following report:

Labor Demand: A net expansion in employment of slightly more than 41,000 between January and June of this year was estimated by 800 establishments in 63 selected defense industries in Region VI. Anticipated hires, more than half of which were expected to take place in January and February, totalled 55,545. Expected layoffs numbered 14,431. Approximately 40 percent of the hires were to be made in the Ordnance and Chemicals industries, and represented in large part the staffing of new explosives and shell loading establishments. 8,800 hires were expected in the machinery manufacturing establishments and 8,700 in the production of transportation equipment (except automobiles).

Active File Registrations in Selected Defense Occupations: The number of job seekers registered in 624 important defense occupations in Region VI of the USES was more than 10,000 over the number registered in the same occupation in December 1941. The January inventory showed 57,647 registrations for workers who were considered fully qualified and available for referral to jobs and 17,677 registrations of workers who were only partially qualified but available for referral. Of those who were partially qualified, 4,560 were reported as receiving vocational training.

In most of the skilled metal working occupations such as machinist, tool maker and skilled machine operator there wasno appreciable change in the number of registrations. For example, there were 407 fully qualified machinists registered in December and 404 in January ; 1,275 skilled machine operators in December and 1,257 in January. On the other hand, the number of semi-skilled metal machining and forming operators registered increased by 26.9 per cent. Layoffs in the automobile and other industries affected by curtailment orders and material shortages were responsible for the increase in registrations in the semi-skilled occupations.

Trainee Employment: The three State Divisions of the United States Employment Service reported that 1,720 trainees obtained employment in December, a drop of over 600 from the number who had obtained employment in November. Approximately one-half of the jobs obtained by trainees during December were known to involve work in which the training received would be utilized. The number of trainee placements made by the Employment Service was 406, slightly less than one-fourth the number who obtained employment during the month and 52 more than were placed by the Employment Service offices in November. During the month 1,978 persons were referred to preemployment and refresher courses and 174 persons were placed on youth work defense projects.

Twenty-two Negro* trainees were able to obtain employment during the month, five of whom were placed by the Employment Service. Only six were reported to have obtained jobs which utilized their training. Ninety-eight of the 1,978 persons referred to defense training courses by the United States Employment Service and eight of the 174 placed on youth work defense projects were Negroes.

*Negro and other than white

Unused Plant Facilities: In January the Milwaukee and Janesville local offices in Wisconsin and the Mattoon office in Illinois reported a total of twelve vacant plants, many of which were in good condition and could be utilized for some type of war production. These plants ranged in size from a building with 4,000 square feet of floor space, to one formerly occupied by the Nash-Kelvinator Corporation, with 240,000 square feet of floor space.

(NOTE: Because of time and the work load in the Regional Office, much detail has been omitted from the above report. However, the information is available in the Regional Office and may be obtained upon request.)

## VII. REPORT OF LABOR REPRESENTATIVE

### 1. South Bend, Indiana

Mr. Hall reported on a meeting held in South Bend relative to the hiring of women. He stated that labor was reluctant to allow defense firms to hire women because during the last war when women were hired, they were retained when the war was over. However, after some discussion labor agreed that women were a vital necessity and adequate training facilities should be set up to prepare them to take over the jobs left open by men inducted in the service.

### 2. Manitowoc, Wisconsin

Mr. Hall stated that several days ago the Acting Chairman received a communication from Washington relative to holding a meeting in Manitowoc. Mr. Brock instructed Mr. Hall to go to Manitowoc to investigate the situation and if his report indicated that a meeting was imperative, it would be held. When priority unemployment hit the aluminum workers in Manitowoc, these workers found employment in the shipbuilding companies with the agreement that if the aluminum goods manufacturers obtained a defense contract, these workers would return to their employ. Defense contracts have been placed with these aluminum goods concerns, and a few of their former workers do not want to leave the shipyards because of higher wages received there. It was on the basis of these few workers' complaints that Washington inquired about holding a meeting in Manitowoc. Mr. Brock has advised Washington that no meeting is necessary.

## VIII. NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on Thursday, February 26, 1942, in the Regional Office of the Social Security Board, Room 212, Bankers Building, 105 West Adams Street, Chicago.

## IX. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 4:10 p.m.

REMEMBER PEARL HARBOR!

From: Informational Service
Region VI (Ill., Ind., Wis.)
Social Security Board
356 U. S. Courthouse
Chicago, Illinois

P. R. No. 129-9CDWS
(For immediate release)

ALIEN WORKERS' SKILLS CAN AID U.S. WAR PRODUCTION

Eugene J. Brock, regional representative of the United States Employment Service today called upon managers of local employment offices in Illinois, Indiana, and Wisconsin to urge employers not to refuse to hire aliens merely because they are aliens. "In order to win the war with the Axis powers we must beat them at the game of production," Brock said, "and to do this we must make use of every labor resource at our command."

He explained that employment of aliens in war industries is not prohibited, contrary to the belief of many employers. "The only restriction," he said, "is in the case of secret, confidential, or restricted Government contracts and of contracts for aircraft parts or accessories. Even in these instances, aliens may be employed if consent is obtained from the Federal department concerned. The War and Navy Departments have established regular procedures for handling such applications and have approved thousands of them.

"Companies working with confidential plans and specifications can provide the protection which national safety demands without invoking an absolute ban against hiring aliens in departments not having access to confidential information."

War production, Brock said, requires a tremendous variety of supplies and equipment not involving confidential plans or specifications. This also applies, he added, to many subcontractors producing small parts or accessories for prime contractors of war equipment.

Mr. Brock's office here has charge of the activities of the United States Employment Service in Illinois, Indiana, and Wisconsin. Offices of the State Employment services in these States were transferred to the Federal Government and have been administered by the United States Employment Service since January 1st, in accordance with a request of President Roosevelt. Brock is also acting chairman of the regional Labor Supply Committee.

#cjr-2/10/42#

REMEMBER PEARL HARBOR!

From: Informational Service
Region VI (Ill., Ind., Wis.)
Social Security Board
356 U. S. Courthouse
Chicago, Illinois

P. R. No. 130-1 CDWS
(For Immediate Release)

In a move to stop certain employers in Illinois, Indiana, and Wisconsin from raiding the labor market for skilled workers needed in war production industries, the Midwest Labor Supply Committee today adopted a resolution instructing Chairman Eugene J. Brock to take all necessary steps within his jurisdiction.

Evidence submitted at the bi-monthly meeting of the Committee indicated certain defense contractors were neglecting to use the United States Employment Service facilities in obtaining skilled workmen, although the federal employment service has been designated the official labor recruiting agency by the President's War Production Board.

In accordance with the Committee's instructions, Chairman Brock, who also is the regional representative in charge of the Midwest United States Employment Service offices, immediately prepared instructions to State Directors of the USES, authorizing them to contact employers known to be avoiding use of federal employment service facilities.

State Directors were instructed to contact these employers one more time.

"If this contact fails to bring about usage of the U.S. Employment Service by the defense contractor," Brock said, "then a full report will be forwarded to the appropriate Army or Navy official for proper action. Employers must be made to realize that failure to use the Service means they are disrupting the orderly mobilization and organization of the Nation's manpower. To openly or secretly 'pirate' skilled workmen from other employers endeavoring to complete defense contracts will only result in a chaotic breakdown in the effort to produce war materials vitally needed to win the war."

USES officials attending the meeting pointed out that if the local USES office cannot furnish skilled workmen from local office files, the entire federal system will go to work for the employer. Files in offices adjacent to the local office will be searched for the type of workers needed, and this procedure will be followed in an ever-widening circle until the required workers are located.

In the event skilled workers are needed by an employer, arrangements may be made by USES for the transfer of skilled workmen now on duty in non-defense industries to plants producing war materials.

#cjr-2/11/42#

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

WOMEN'S BUREAU
MAR 11 1942
DEPARTMENT OF LABOR

105 West Adams Street
Chicago, Illinois
March 6, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on Thursday, February 26, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES - LABOR SUPPLY COMMITTEE

REGION VI

FIFTEENTH MEETING

The fifteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. in the Regional Office of the Social Security Board, Chicago.

The following members and alternates were NOT present:

Paul Mertz and E. H. Adriance (alternate), TWI
Lester A. Brown and F. M. Sherlaw (alternate), WPA
S. C. Campbell and Mary S. Anderson (alternate), NYA
H. T. Heald and D. B. Prentice (alternate), Technical Training
M. M. Hanson, Apprenticeship Training
Gladwin Young, Department of Agriculture
Lt. Colonel J. B. Cuno (alternate), Under Secretary of War's Office
J. V. Swanson, U. S. Civil Service Commission
H. T. Teichroew (alternate), U. S. Office of Education

Other representatives of Federal agencies in attendance were:

Nat T. Frame, Department of Agriculture
John Foster, NYA
J. J. Lamb, TWI
Major Wade, U. S. Army
State Directors of Illinois, Indiana and Wisconsin USES
Elizabeth Slotkin, Illinois USES
Paul Winner, Wisconsin USES
John Hutchinson, Social Security Board, USES, Region VIII
Members of Regional Office Staff, Social Security Board, USES, Region VI

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

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2. Delete the following line from Point I "New Business," "Labor Displacement at the Studebaker Corporation, South Bend":

"Meanwhile the majority of these workers are finding jobs elsewhere in South Bend."

Other than these corrections, the minutes were approved as submitted.

II. DEFENSE TRAINING

Mrs. Elizabeth Slotkin of the Illinois Division of the United States Employment Service was called upon for a statement as to why the facilities

for defense training in Chicago schools were not being used to their fullest capacity, and whether there was any possibility of streamlining and improving the training methods, particularly as it affected coordination between the Employment Service, NYA, and the Vocational School people. She pointed out that although a 24 hour a day, seven day a week, schedule had been advocated for some time, only one school was at present operating on this basis. Particularly would it be desirable to use the facilities for machine shop operation training on this full-time schedule. For some time the schools have been asked for a statement as to the per capita cost of operating on a 24 hour a day basis, but to date, no information has been received.

Mr. Widdowson pointed out that the Chicago Vocational schools have a waiting list of 500, but that the applicants refuse to attend training classes except during the hours of from seven to ten at night. He also stated that it had been reported to him that it was necessary for some of the teachers in the vocational schools to take applications from persons interested in receiving defense training. Mrs. Slotkin stated that the Employment Service has a staff of people trained to interview and screen out people, and is prepared to give aptitude tests if it could be assured that the applicants would be assigned to those classes for which the aptitude tests indicated the applicants were qualified.

The consensus of the Committee was that all school facilities in respect to vocational training should be used to the maximum to train people in those essential occupations which are most needed and for which there is the greatest shortage in war production industries, and steps should be taken to bring this about. It was pointed out that three points should be considered in planning defense training:

1. Determination of the labor demand and training initiated to meet the demand.

2. Determination of the proper course content.

3. Proper selection of trainees.

It was the consensus of the group that the defense training program seemed to lack coordination between all the interested agencies. After some discussion, the following motion was passed with regard to the use of training facilities in Chicago:

MOTION: That the Committee requests a 24 hour a day, seven day a week all-out training, and contacts should be established with the proper authorities to see that this is carried out.

AMEND-MENT: That whereas the Employment Service indicates there is a need for all-out training of machine operators and welders in specific occupations; whereas the schools are not operated on a 24 hour a day basis to provide this training; whereas the representatives of the schools indicate there are certain problems incident to the operation on a 24 hour basis;

therefore, be it resolved, that the Regional Labor Supply Committee ask the schools in Chicago to show cause why this policy of the training agencies is not being carried out.

MOTION WITH AMENDMENT PASSED

In connection with the discussion of the defense training program throughout the Midwest area, it was pointed out that it might be desirable to have a meeting of a small group representing the Labor Supply Committees of Regions V, VI, VIII, and IX to discuss the problems in connection with defense training. The following motion was passed:

MOTION: That an effort be made to hold a meeting for this purpose before the next meeting of the Sixth Regional Labor Supply Committee, those to attend such meeting to be the Acting Chairman of the Regional Labor Supply Committees of Regions V, VI, VIII, and IX; one other representative of each these Committees to be selected by the respective Acting Chairmen, and the Army and Navy representatives on these Committees.

MOTION PASSED

Training of Welders for the International Harvester Company in the Quad-City Area

Major Warfel inquired as to what was being done with regard to the training of approximately 800 welders which it is estimated will be needed for a tank production job for this company. The Director of the Illinois United States Employment Service stated that the Employment Service was aware of the need for welders on this project, and that everything possible would be done to fill this firm's need for welders when the order was placed.

III. NEW BUSINESS

1. Kux-Lohner Machine Company - Chicago

Originally this firm requested the Illinois United States Employment Service to obtain machinists for them. Upon investigation it was found that this company could use trainees, but it is limited as to the number of trainees it can have by its agreement with the International Association of Machinists. The labor supply problem involved here was referred to Michael Hall, Labor Representative on the Committee, and J. H. Campbell of the Apprenticeship Training Division of the Department of Labor, who were instructed to arrange a conference between Union officials and management.

2. Use of NYA Trainees From Mt. Vernon, Illinois in Chicago

The Committee's attention was called to the fact that the NYA Center at Mt. Vernon, Illinois had referred several trainees to the Verson All-Steel Car Company in Chicago. It was pointed out that this situation developed as follows: Originally two or three boys trained at the Mt. Vernon Center found employment in this plant, and the firm was satisfied with them. It is the policy of the

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A communication was read from John J. Corson relative to the 35 year age limit placed by the employer at the Crab Orchard Lake Ordnance Plant. It was pointed out that this bars older workers, and particularly affects World War I Veterans.

The subject matter was referred to Major Warfel, who was requested to contact the representative of the War Department on this project relative to raising the age limit for male and female workers in this plant.

4. Local Transportation of War Production Workers

The Army representative initiated an inquiry to Mr. Brock relative to transportation facilities in this region that are inadequate for the handling of war production workers to and from plants. Mr. Brock stated it would be impossible to furnish this information without first having the three State Directors of the United States Employment Service in this region check in their respective States. The Acting Chairman requested the State Directors to investigate this and secure the necessary information.

5. Camp Atterbury, Columbus, Indiana

This is a new project located in Columbus, Indiana. Mr. Haight reported that he held a conference with union officials relative to their utilizing the Employment Service in the recruitment of the labor for this plant, but they are unwilling to make 100 percent utilization of facilities of the Employment Service.

IV. NORTHERN PUMP COMPANY, MINNEAPOLIS

The labor pirating policies of this firm have been the subject of considerable discussion at the Sixth Regional Labor Supply Committee meetings for the past several months, and the Acting Chairman invited Mr. Hutchinson, Clearance Representative of Region VIII, who was in Chicago for another meeting, to attend the Labor Supply Committee meeting and report on the extent of cooperation which the Employment Service has been able to obtain from the Northern Pump Company.

Mr. Hutchinson stated that several months ago, the Northern Pump Company had placed an order with the Employment Service, and that within the past week, arrangements had been made with this firm to have an Employment Service representative screen all applicants for positions with the Northern Pump Company on the plant site. Mr. Hutchinson requested that all complaints received regarding the labor pirating of this firm be sent to the Employment Service in Region VIII, and they would discuss them with the firm management. The

Northern Pump Company openly admits to having used disruptive hiring practices in obtaining its labor.

The Committee, during the discussion, indicated its feeling that in all cases of pirating which are called to the attention of any member of the Committee, a thorough investigation should first be made to determine whether the workers pirated away from an employer were actually engaged in defense production in his plant. With regard to this, the following motion was passed:

MOTION: That whenever a company accuses a defense contractor of pirating its labor, an investigation should be made before taking the matter any further. The investigation should determine if the workers pirated had been working on defense or nondefense work; whether they were getting adequate pay; and the conditions under which they worked, prior to making a complaint against any employer.

MOTION PASSED

V. FARM PLACEMENT CONFERENCE

The Acting Chairman reported that during the past week, a conference had been held in Chicago of representatives from about ten Midwestern States, at which representatives of the Employment Service from Washington, the Regional Offices, and State Directors were present, to lay the necessary plans for the recruitment of farm labor. It has now been recognized that as a result of the loss of labor from rural areas to cities, some provision must be made to meet this situation if the country is to be assured its full food supply. A farm placement representative has been assigned to the Regional Office of the United States Employment Service, and the State Directors have been requested to select a staff member, who will devote full time to the farm placement program.

VI. REPORTS

1. Clearance

Mr. Hoover stated that the Regional Office Clearance staff has instituted a new procedure in this area in recruiting for the Lockheed Overseas Corporation, who are building air bases in foreign ports. It is requesting the plants, whose equipment will be used on these bases, to release skilled workmen to repair and maintain the machinery. It has requested this cooperation of two plants in Wisconsin, three in Illinois, and one in Indiana, and all are cooperating beautifully and are releasing the needed service men for overseas work.

The Regional Office has been refusing to allow certain firms to conduct "pooled" interviews in this region because it is not satisfied that local resources have been exhausted in finding the necessary men. Mr. Hoover cited an instance of a concern which has consistently refused to even consider job dilution, upgrading of workers, and use of a check list in their plant. Unfortunately, the Regional Office was not aware of this when it advised the concern it might come into this region and recruit labor.

The Acting Chairman stated that recently he sent a memorandum to John J. Corson regarding the planning of labor supply activities in which he stressed particularly that clearance should be used only as a last resort when all local facilities for obtaining labor had been fully utilized.

Further, Mr. Brock said that since an adequate and continuous supply of labor to our war industries is imperative in order that war material may be produced in sufficient volume for the use of our armed forces, the entire war production program must of necessity become inseparable from our military operations, and hence our production front with all of its problems must be viewed in the same light as military operations in the field.

Under ideal conditions we would have sufficient facilities, raw materials, and labor supply to enable us to produce war material in sufficient volume to meet the demands of our armed forces; but, since this is not the case, we find it necessary to shift scarce pivotal skills of our labor supply from one or more sectors of the production front to another in order to meet the pressure of demand placed on a particular sector. This technique is no different from a military operation which moves troops from the quieter sectors to the more active ones.

2. Labor Market Analyst

During February, special labor market surveys were received for the Merrimac area in Wisconsin, the Crab Orchard area in Illinois, and the Terre Haute and Madison areas in Indiana. The Merrimac, Crab Orchard, and Terre Haute reports were incomplete because information concerning the anticipated production labor needs at the ordnance establishments could not be obtained from the persons in charge of the projects.

The Badger Ordnance Works near Merrimac, Wisconsin, at its peak period during the summer, will probably need between 15,000 and 25,000 construction workers for a four to eight week period. Official estimates as to the number of production workers that will be needed have not been made available to the United States Employment Service to date. Housing and transportation are expected to become very serious problems in this area.

Although official information is not available, it is estimated that approximately 6,000 production workers will be hired at the Crab Orchard Ordnance Works between July (when production is expected to start) and December 1942. About 500 skilled, professional, technical, and managerial workers may have to be imported; the remaining 5,500, half of whom will be women, should be drawn from the area's estimated supply of 35,000 unemployed workers. Housing facilities are inadequate. Expected increases in public facilities will probably prevent transportation from becoming a serious problem.

The Terre Haute report, which covered the new Wabash River Ordnance Works, indicated that a peak of 8,000 to 10,000 construction workers will be needed and that approximately 3,500 production workers may be employed by the end of 1942. Other industries in the area anticipated a need for 500 additional workers by the end of the year. Except for approximately 500 skilled workers, the labor supply in the area is adequate to meet all anticipated needs.

In the Madison, Indiana area, the site of the Jefferson Proving Grounds, the survey showed (1) that there were no labor shortages within the area; (2) housing is adequate under present and predictable needs; (3) wages in the area are relatively low; (4) out-migration to such places as Charlestown, Jefferson, and Louisville has already occurred and probably will continue under present wage conditions.

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In Region VI, claims for unemployment compensation increased by 26 percent between December 1941 and January 1942.

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An increase in unemployment was also reflected by the continued upward trend since October in the number of job seekers registered in the active files of the United States Employment Service in Region VI.

3. Labor Representative

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Mr. Hall stated that the Employment Service found it necessary to terminate relations with this firm because they would not agree to any orderly procedure for recruitment of labor. This firm seems to think there is an ample supply of labor and has taken 40,000 applications at the gate; only 20 percent of their hires have been referred through the United States Employment Service. This firm will continue to hire at the rate of 500-600 a week until the peak of 22,000 is reached.

B. Western Cartridge Company

Arrangements have been made to hold a conference on the labor supply problems with respect to this company to be participated in by Mr. Haddleton, Personnel Manager of the Western Cartridge Company, Mr. Hepler, Director of the Illinois United States Employment Service, and Colonel Ralston of the United States Army.

The Labor Representative reported that in Alton, Illinois where this firm is located, when a man starts working in any plant, if he quits or is fired, none of the other plants will hire him. This is a kind of a black list to keep a man working in one plant for the rest of his life unless he decides to leave the area.

VII. WPA DIRECT PLACEMENT PROGRAM

Mr. Hepler called the Committee's attention to a broadside issued by the WPA publicizing the WPA Direct Placement Program, which seems to indicate that the WPA is in competition with the United States Employment Service in placing workers.

MOTION: That the Committee instructs the Acting Chairman to transmit the subject matter of Mr. Hepler's complaint to the WPA representative on the Labor Supply Committee with a request for further information and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

VIII. NEXT MEETING

The Committee requested that since John J. Corson, Chairman of the National Labor Supply Committee, will be in Chicago from March 11 to 13, he be invited to attend the next meeting of the Labor Supply Committee to be held on March 10 in the Regional Office of the Social Security Board, 105 West Adams Street, Chicago.

IX. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 3:40 p.m.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

IN REPLY REFER TO

FILE NO.

WOMEN'S BUREAU
MAR 13 1942
DEPT OF LABOR

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
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Mr. Hall stated that the Employment Service found it necessary to terminate relations with this firm because they would not agree to any orderly procedure for recruitment of labor. This firm seems to think there is an ample supply of labor and has taken 40,000 applications at the gate; only 20 percent of their hires have been referred through the United States Employment Service. This firm will continue to hire at the rate of 500-600 a week until the peak of 22,000 is reached.

B. Western Cartridge Company

Arrangements have been made to hold a conference on the labor supply problems with respect to this company to be participated in by Mr. Haddleton, Personnel Manager of the Western Cartridge Company, Mr. Hepler, Director of the Illinois United States Employment Service, and Colonel Ralston of the United States Army.

The Labor Representative reported that in Alton, Illinois where this firm is located, when a man starts working in any plant, if he quits or is fired, none of the other plants will hire him. This is a kind of a black list to keep a man working in one plant for the rest of his life unless he decides to leave the area.

VII. WPA DIRECT PLACEMENT PROGRAM

Mr. Hepler called the Committee's attention to a broadside issued by the WPA publicizing the WPA Direct Placement Program, which seems to indicate that the WPA is in competition with the United States Employment Service in placing workers.

MOTION: That the Committee instructs the Acting Chairman to transmit the subject matter of Mr. Hepler's complaint to the WPA representative on the Labor Supply Committee with a request for further information and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

VIII. NEXT MEETING

The Committee requested that since John J. Corson, Chairman of the National Labor Supply Committee, will be in Chicago from March 11 to 13, he be invited to attend the next meeting of the Labor Supply Committee to be held on March 10 in the Regional Office of the Social Security Board, 105 West Adams Street, Chicago.

IX. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 3:40 p.m.

VI
No. 6 - 3/10/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Sixth Labor Supply Committee Meeting
Chicago - March 10, 1942

## LABOR SUPPLY COMMITTEE MEMBERSHIP

### Consideration of the Proposal for the Reorganization of Labor Supply Committee and Formation of State and Area Labor Supply Committees

The proposed plan for reorganization was mailed to members of the LSC prior to the meeting. The following actions represent the consensus of the group: 1. A motion that representatives of the NYA and Office of Education be included as members of the Regional Labor Supply Committee was rejected, and recommendation that one person be charged with the responsibility for defense training was endorsed; 2. The designation of "Minority Representative" is to be instituted instead of "Negro Employment and Training Branch"; 3. Elimination of State Council of Administrators, and in lieu thereof, place upon the State Council of Operators a member of the NYA, and the State Vocational Schools; 4. Instead of two Committees at the local level, there is to be one Committee known as the Local or Area Labor Supply Committee. It was also recommended that the local Council of Administrators dealing with defense training be eliminated. (Detailed account set forth in Minutes - p. 2.)

## LABOR RECRUITMENT

### WPA Direct Placement Program

At the last meeting of the LSC, a leaflet published by the WPA was submitted to the Committee, and it was Mr. Hepler's contention that this broadside issued by the WPA in Illinois created the impression that the WPA was a direct referral and placement agency.

The WPA representative present at this meeting, Mr. Sherlaw, stated that this was in line with the agreement established between the Bureau of ES and the WPA in November 1941.

MOTION: That the apparent inconsistency in the operating policies of the WPA and the Illinois Division of the USES be referred to the National Labor Supply Committee for clarification. MOTION PASSED.

### Relationship of War Contractors to USES

In line with the policy laid down by the LSC to acquaint employers with the responsibility placed upon the Committee to supply workers for their plants, Mr. Hepler reported that he issued instructions to field supervisors and office managers of the Illinois USES as to how they should approach the problem. There are 26 cities in downstate Illinois important in relation to war production. At the present time the Illinois Agency has obtained 100% cooperation from all defense employers in 12 of these communities. Fourteen have not yet been entirely covered.

LABOR RECRUITMENT - Continued

Western Cartridge Company, Alton, Illinois, Discriminating Against Local Labor

The Acting Chairman called on Mr. Hepler, Director of the Illinois USES, for a report on his conference with Mr. Haddleton, Personnel Manager of the Western Cartridge Company. Mr. Hepler reported that a meeting arranged failed to materialize. However, Mr. Hepler conveyed to Mr. Haddleton the request of the LSC that the Western Cartridge Company utilize the labor supply facilities of the Federal Government in recruiting additional workers for their plant. Mr. Haddleton was non-committal on this point. He acknowledged that the company had in the past recruited labor from the Southern States, and refused to give any assurance that this practice would be discontinued in the future. Mr. Haddleton pressed Mr. Hepler for a statement endorsing the company's demand for additional Federal housing to take care of workers to be recruited, whereupon, Mr. Hepler informed Mr. Haddleton that he had no jurisdiction in this matter, and endeavored to point out that if the company would utilize the available labor supply within the immediate and adjacent commuting areas, there would be no need for additional housing. Immediately following the conference, Mr. Hepler learned from the Manager of the Alton office of the USES that Mr. Haddleton had in his possession a telegram informing him that the company's request for additional housing had been approved.

Present at the meeting at Mr. Brock's request were Mr. Victor Olander, Secretary-Treasurer of the Illinois Federation of Labor (AFL), Mr. H. L. McCarthy, Regional Director of Defense Health and Welfare Services, Messrs. Stack and Riddle of the National Housing Agency. Mr. Olander made a general statement regarding the attitude of the Illinois State Federation of Labor (AFL) towards the war situation.

He stated that regarding the Alton situation there are a number of concerns down in that territory opposed to organized labor, which makes a practice of exchanging information between themselves, which has resulted in keeping members of unions out of their plants. There has been a good deal of feeling on that subject in that region for a good many years. One of the strongest leaders in the opposition to organization of workers is the Western Cartridge Company. Recently this firm asked for housing in the midst of a locality in which there are 20,000 to 25,000 unemployed workers. In place of employing workers from that area, the Western Cartridge Company has made a practice of hiring people from outside the community.

Mr. McCarthy stated that the Regional Council of Defense Health and Welfare Services interested itself a year ago in getting plants and contracts in that area for the express purpose of relieving the distress that prevailed there because of heavy unemployment. This Council was instrumental in having this area considered for defense production, and at the time decision was made to enlarge the plant of Western Cartridge Company, one of its purposes was to utilize the labor supply. It now seems that the company's action is defeating the initial purpose for the location of the plant. Mr. McCarthy added that he thought the housing authorities ought to be fully informed of the present practices of the company as it affected their demand for housing. Mr. Riddle, representing the National Housing Agency, stated that his agency is primarily

LABOR RECRUITMENT - Continued

Western Cartridge Company, Alton, Illinois, Discriminating Against Local Labor - Continued

interested in production, which is the reason for housing--to get the utmost production. They do not intend, however, that companies requesting housing shall utilize the local labor supply as much as possible before providing housing for outside workers. Mr. Riddle felt this whole thing was really a question of facts, and finding out what the local labor supply is. He stated that the National Housing Agency had attempted to determine the facts as best it could, and had used the figures of the Bureau of Employment Security reports. These reports have become one of the most useful tools in determining the need for housing, but he admitted that it had not relieved on them completely. In the case of East Alton, the National Housing Agency considered it a separate locality, and its information was based on Bureau of Employment Security reports dated January 2, 1942.

After considerable discussion, the following motion was passed:

1. That the matter of a housing project at Alton, Illinois be again reviewed at Washington.

2. That the Regional Labor Supply Committee again communicate with the Western Cartridge Company requesting them to cease and desist in their disruptive hiring practices.

3. That the entire matter involving this case be forwarded to Mr. H. L. McCarthy, Regional Director of Defense Health and Welfare Services for consideration at the next meeting of the Regional Defense Advisory Council.

During the course of the discussion, the suggestion was made that a member of the staff of the National Housing Agency be appointed on Labor Supply Committees in an effort to avoid similar situations in the future.

MINORITY PROBLEMS

Discrimination - Munitions Plant, Clinton, Indiana

Mr. Hall, Labor Representative, reported that there were about 3,000 unemployed mine workers, members of the CIO from Clinton, Indiana, who have applied for employment at the munitions plant in Clinton, but none have been employed because they were not members of an AFL union. While DuPont, who is handling about 60% of the construction, does not recognize either the AFL or the CIO, they only employ those with AFL cards, therefore, the CIO mine workers' union felt that their members were being discriminated against.

It was further stated that the CIO members would not agree to join the AFL in order to get employment. The general feeling among the CIO officers at Indianapolis is that the Labor Division of the War Production Board is giving the AFL preference on all construction jobs, and that they are being discriminated against. Mr. Hall suggested that on all construction and production jobs of this nature the War Department encourage the hiring of all local labor in the immediate area before outside help is employed.

DISRUPTIVE RECRUITING

Sanderson and Porter - Joliet, Illinois

The Acting Chairman reported that Major Warfel and Mr. Hepler accompanied him to a conference with Mr. Harrison Smith, resident partner of Sanderson and Porter, operators of the Ordnance plant at Joliet. Mr. Smith stated that he reserved the right to continue to hire his workers in any way he saw fit; he stated he was not disrupting the local labor market and was not creating a housing situation. However, workers registered with the Joliet and Kankakee Employment Offices remain unemployed, and Mr. Smith refuses to use the facilities of the ES.

It was the consensus of the Committee that it was the Army representatives at these Ordnance plants who needed education as regards labor supply, and the need for stabilizing the labor market. It was suggested that a conference be arranged at which these Army representatives would be present, and a complete program outlined to them. Major Warfel stated he would take up the question of arranging such a conference with Colonel Battley in Washington.

Field Management Division
United States Employment Service
April 8, 1942

MAR 30 1942

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

WOMEN'S BUREAU
1942
DEPARTMENT OF LABOR

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
March 25, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on Tuesday, March 10, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

SIXTEENTH MEETING - MARCH 10, 1942

The sixteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. in the Regional Office of the Social Security Board, Chicago.

The following members and alternates were present:

Eugene J. Brock, Regional Representative, United States Employment Service, Acting Chairman
Sara Southall, Minority Groups, WPB
H. E. Atchison, Contracts Distribution Division, WPB
Major Lloyd W. Warfel, Selective Service
Gladwin E. Young, Department of Agriculture
Mrs. Agnes O'Connor, Women and Children's Bureau, U.S. Dept. of Labor
F. M. Sherlaw (alternate), WPA
S. C. Campbell, NYA
Mary S. Anderson (alternate), NYA
Austin H. Scott, Negro Employment and Training, WPB
H. T. Widdowson, U. S. Office of Education
Paul Mertz, Training Within Industry, WPB
Michael Hall, Labor Representative

Other representatives of Federal agencies in attendance were:

H. L. McCarthy, Regional Director, Defense Health and Welfare Service
Thomas Wright, Minority Groups, WPB
Chester W. Hepler, Director, Illinois USES
J. Bradley Haight, Director, Indiana USES
Harry Lippart, Director, Wisconsin USES
John Foy, Labor Division WPB
Mr. Riddle, National Housing Agency
Mr. Stack, National Housing Agency
A. G. Anderson, National Resources Planning Board
K. Dubin, Chicago Ordnance District
J. R. Crosby, War Production Board
Mr. Ahern, Office of the Administrator, Federal Security Agency
I. C. Karam, Labor Relations Branch, USES
Mr. Johnstone, Apprenticeship Training, U.S. Dept. of Labor
M. Witczak, Apprenticeship Training, U.S. Dept. of Labor
O. J. Russell, Informational Service, Social Security Board
Members of the Regional Office Staff, United States Employment Service

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on February 26, 1942, they were approved as submitted.

## II. CONSIDERATION OF THE PROPOSAL FOR THE REORGANIZATION OF LABOR SUPPLY COMMITTEE AND FORMATION OF STATE AND AREA LABOR SUPPLY COMMITTEES

The proposed plan for reorganization was mailed to the members of the Labor Supply Committee prior to the meeting, and the following actions represent the consensus of the group:

1. A motion that representatives of the NYA and the Office of Education be included as members of the Regional Labor Supply Committee was rejected, and the recommendation in the reorganization plan that one person be charged with the responsibility for defense training was endorsed. The following members voted in favor of the motion to include members of the NYA and Office of Education: Messrs. Widdowson, Sherlaw, Hall and Campbell. The following members voted against the motion to include members of the NYA and Office of Education: Messrs. Atchison, Scott, Mertz, Major Warfel, Miss Southall and Mrs. O'Connor.

2. A motion was passed that if it is the intention of the War Production Board to consolidate the work of the Negro Employment and Training Branch and the Minority Groups Branch at both the national and regional levels, the name "Negro Employment and Training Branch" should be deleted since it is exclusive and in its place substitute a designation such as "Minority Representative."

3. The proposed reorganization plan provides (a) for the appointment of a person in charge of defense training on the State Council of Operators and (b) the continued maintenance of the State Council of Administrators. This appears to be an unnecessary duplication, and the members voted in favor of a proposal to eliminate the State Council of Administrators and instead place upon the State Council of Operators a member of the NYA and the State Vocational Schools, and these two persons with the representative of the Employment Service would constitute a sub-committee in charge of defense training.

4. The Committee also voted unanimously to recommend that the proposal in the reorganization plan which provides for (a) a local Council of Operators, and (b) a local Labor Supply Committee consisting of representatives of management and labor be eliminated; and recommended in its place a body to be known as a Local or Area Labor Supply Committee, which would consist of all those persons designated in the reorganization plan, as well as representatives of labor and management In other words, instead of two Committees at the local level, there would be only one Committee. Such an arrangement would have the obvious effect of bringing labor and management representatives together with other representatives concerned with the entire problem of labor supply, and would permit a quicker channelling of information regarding national, regional and State labor supply policies.

   It was also recommended that the local Council of Administrators dealing with defense training be eliminated in the same manner and for the same reason as suggested in the case of the State Council of Operators and the State Council of Administrators.

## III. WESTERN CARTRIDGE COMPANY, ALTON, ILLINOIS

The Acting Chairman called on Mr. Hepler, Director of the Illinois USES, for a report on his conference with Mr. Haddleton, Personnel Manager of the Western Cartridge Company. Mr. Hepler stated that he arranged for the conference for March 6. Colonel Ralston of the U. S. Army, and Mr. Stack of the National Housing Agency had agreed to accompany him, but when the day came for the meeting, Colonel Ralston was too busy to attend, and Mr. Stack failed to put in an appearance.

Mr. Hepler conveyed to Mr. Haddleton the request of the Labor Supply Committee that the Western Cartridge Company utilize the labor supply facilities of the Federal Government in recruiting additional workers for their plant. Mr. Haddleton was non-committal on this point. He acknowledged that the company had during the past recruited labor from the Southern States, and refused to give any assurance that this practice would be discontinued in the future.

During the entire conversation, Mr. Haddleton continually pressed Mr. Hepler for a statement endorsing the company's demand for additional federal housing to take care of additional workers who were to be recruited. Mr. Hepler informed Mr. Haddleton that he had no jurisdiction in this matter and tried to point out that if the company would utilize the available labor supply within the immediate and adjacent commuting areas, there would be no need for additional housing.

Immediately after the conclusion of the conference, Mr. Hepler learned from the Manager of the Alton office of the USES that during his entire conversation with Mr. Haddleton, the Personnel Manager had in his pocket a telegram informing him that the company's request for additional federal housing had been approved.

Present at the meeting at Mr. Brock's request were Mr. Victor Olander, Secretary-Treasurer of the Illinois Federation of Labor (AFL), Mr. H. L. McCarthy, Regional Director of Defense Health and Welfare Services, Mr. Stack, and Mr. Riddle of the National Housing Agency.

The following remarks are some highlights from the comments made by Mr. Olander to the Committee:

I should like to make a somewhat general statement as to the attitude of the Illinois State Federation of Labor (AFL) towards the war situation. We recognize the fact that our country is now faced with what amounts to complete warfare, and that the whole nation and every citizen therein must be girded for battle. In everything we do, our first thought must be given to that. We feel that labor has as much to gain and as much to lose as anyone, and that in dealing with employment conditions in relation to defense industries, we devote our attention mainly to the question of production and the course which will bring the greatest result in supplies to the men at the battlefronts. We ask no greater regard for the men and women in jobs than for the man out in the trench. The two stand equal. But we are very much concerned about the loose procedure and the loose talk that is going on about the way to attain that. The proposal we hear everywhere is to work everybody long and hard, -- to the very limit —, every day, seven days a week, week after week, month after month, even in the face of the very definite experience during the first War, which proved beyond all question of a doubt, — if there was any real doubt—, that that is not the way to attain the high point of production.

May I say that, in dealing with this question, I speak out of war experience. During the first War I served as a member of the War Labor Conference Board which made the recommendation upon which President Wilson formulated the national labor policy. These same issues came up and we started out in 1917 exactly as we are doing now. Overtime work developed to a point where the Army itself became alarmed. On December 15, 1917, the Office of Ordnance and Quartermaster in Washington issued orders to stop what wasgoing on and get down to common sense because the wild hours had resulted in retarded production. This, however, did not cure the situation. I had occasion to be present at the meeting of the National War Labor Board in 1918 when a case came up and at my request one of the parties raised the question of overtime as a detriment to production. It was necessary for an arb itrator to be appointed and Henry Ford was chosen. The decision was in accord with my argument that overwork means under-production. I made a plea for production, and that is what I have in mind now.

As to the Alton situation, there are a number of concerns down in that territory, who are very much opposed to organized labor. They make a practice of exchanging information between themselves -- a practice which has resulted in keeping members of unions out of their plants. There has been a good deal of feeling on that subject in that region for a good many years. One of the stronges leaders in the opposition to organization of workers is the Western Cartridge Company. Recently this firm asked for housing in the midst of a locality in which there are 20-25,000 unemployed workers. Registered at the free employment offices in that region are about 2,500 at Alton, 3,000 at Belleville, 5,000 at East St. Louis, 1,600 at Edwardsville, and 1,800 at Granite City. Our experience has shown that the registration in the public employment offices never show the total of unemployed, and that a very considerable percentage has got to be added in order to give a true picture.

In place of employing workers from that area, the Western Cartridge Company has made a practice of hiring people from outside the community. The defense work for which the Western Cartridge Company is under contract is of such a nature that all applicants for positions must be investigated thoroughly, and it is difficult to trace workers hired from outside a community.

Mr. McCarthy stated that the Regional Council of Defense Health and Welfare Services interested itself a year ago in getting plants and contracts in that area for the express purpose of relieving the distress that prevailed there because of heavy unemployment. A high percentage of people there were on relief or required other forms of assistance. This Council was somewhat instrumental in pressing the people in Washington to consider this area, and at the time the decision was made to enlarge the plant of the Western Cartridge Company, one of its purposes was to utilize that labor supply. Now it seems that the company's action is defeating the initial purpose for the location of the plant. Mr. McCarthy added that he thought the housing authorities ought to be fully informed of the present practices of the company as it affected their demand for housing.

Mr. Riddle, representing the National Housing Agency, stated that his agency has the same idea as that stated by Mr. Olander and is primarily interested in production. That is the reason for housing -- to get the utmost in production, They do intend that the companies requesting housing utilize the local labor supply as much as possible before providing any housing for outside workers.

Mr. Riddle felt this whole thing was really a question of facts, and finding out what the local labor supply is. He stated that the National Housing Agency had attempted to determine the facts as best it could, and had used the figures of the Bureau of Employment Security reports. These reports have become one of the most useful tools in determining the need for housing, but he admitted that it had not relief on them completely. In the case of East Alton, the National Housing Agency considered it a separate locality, and its information was based on Bureau of Employment Security reports dated January 2, 1942.

After considerable discussion, the following motion was passed:

1. That the matter of a housing project at Alton, Illinois, be again reviewed at Washington.

2. That the Regional Labor Supply Committee again communicate with the Western Cartridge Company requesting them to cease and desist in their disruptive hiring practices.

3. That the entire matter involving this case be forwarded to Mr. H. L. McCarthy, Regional Director of Defense Health and Welfare Services for consideration at the next meeting of the Regional Defense Advisory Council.

During the course of the discussion, the suggestion was made that a member of the staff of the National Housing Agency be appointed on Labor Supply Committees in an effort to avoid similar situations in the future.

IV. KUX-LOHNER MACHINE COMPANY

At the last meeting of the Labor Supply Committee, its attention was called to the fact that this company had informed an Employer Relations Representative of the Illinois Division of the United States Employment Service that instead of 35 machinists which they originally requested, they could use trainees, but they were restricted in the number of trainees they could have in their plant by their agreement with the International Association of Machinists. The Committee instructed Mr. Hall, Labor Representative, and a representative of the Apprenticeship Training Unit of the U. S. Department of Labor, to arrange a conference with union officials regarding this matter.

Mr. Hall and Mr. Johnstone held a conference with union officials. In a telephone conversation with the management of this plant during the course of the conference, the management reported that they could only use one or two machinists. The union was a bit disturbed about this case because their union contract calls for the employment of machinists and apprentices only, since this shop makes machine tools.

Mr. Dubin of the Chicago Ordnance District stated that he referred the Kux-Lohner Machine Company matter to Mr. Hepler and that he was fully aware, at the time, that this firm manufactured machine tools which were very difficult to make and required highly-skilled people, in the hope that these skilled jobs could be broken down so that lesser skilled people could manufacture these tools. Mr. Hepler stated that the Illinois Division of the United States

Employment Service was acting on the word of the management of this concern that they could use trainees instead of skilled machinists.

It was the consensus of the group that in the future, in such cases, that union representatives and management should be contacted before the case is brought to the attention of the Labor Supply Committee.

V. EMPLOYMENT OF ALIENS

A communication from John J. Corson, Director of the United States Employment Service, was read to the Committee. Mr. Corson stated that the United States Employment Service had been working on the problem of the alien workers from two angles:

1. Lending support to the simplification of procedures for obtaining permission for aliens to work in war production.

2. Trying to get agreement on minimizing the need for birth certificates as a means of proving citizenship, or as a substitute for such a requirement, to secure a simplified procedure for obtaining certification of workers in lieu of a birth certificate.

Mr. Wright submitted the following list of places where alien questionnaires may be obtained:

Plants Under Naval Inspection

Commander F. M. McWhister, District Security Officer, 9th Naval District, Great Lakes, Illinois.

Chicago Inspection District covers 8 States - Illinois, Iowa, Wisconsin, Missouri, Minnesota, North Dakota, Nebraska, Colorado, Kansas, part of Northwest Indiana, and part of Southwest Michigan.

Lt. C. H. Soderstrom, Inspector of Naval Materials - Harrison 7900.

Plants Under Army Inspection

| | |
|---|---|
| Ordnance District: | Major Albert B. Pattou - Franklin 4900 |
| Chemical Warfare: | Colonel Preston B. Heller - Central 8755 |
| Signal Corps: | Major Leo P. Steiner, 1819 W. Pershing Rd - Lafayette 5500 |
| Quartermaster Corp: | Colonel E. C. Gere, Central 8755 |

VI. RELATIONSHIP OF WAR CONTRACTORS TO UNITED STATES EMPLOYMENT SERVICE

Mr. Brock stated that at the February 11 meeting, the Labor Supply Committee laid down a policy, as a guide in labor supply activities, requesting the Employment Service representatives to call upon employers and make known to them that the Labor Supply Committee has the responsibility placed upon it by an Executive Order to supply workers to their plants, and that such a request would be backed up by a representative of the Army or Navy depending upon the branch of the armed forces with which the employer had a contract.

Mr. Brock called on Mr. Hepler for a report. Mr. Hepler reported that following this meeting, he issued instructions to field supervisors and office managers of the Illinois USES indicating their responsibilities and how they should approach the program. There are twenty-six cities in downstate Illinois that are important in relation to war production. At the present time the Illinoi Agency has obtained 100% cooperation of all defense employers in twelve of these communities. Fourteen have not yet been entirely covered.

Mr. Hepler cited the following agreement reached by the representatives of all the unions concerned in the construction of the project at Illiopolis and the United States Employment Service:

> The contractor will refer all orders for workers through the United States Employment Service. The unions have agreed to turn over a list of their members on a specified date to the United States Employment Service, and have all their members register with the Employment Service. The Employment Service has agreed to refer all union workers in the immediate locality, and what will constitute the local labor market area will be determined between the union and the USES. When the union workers are exhausted within the given area, the Employment Service will refer non-union workers for permits. The area designated by agreement between the USES and the building trades council is to be exhausted of qualified workers before workers from outside the designated area are brought in. It is agreed that such men must pass a USES oral trades question test before the USES will request a union permit for employment on this job. The term "qualified workers" will be determined by discussion between local unions and the USES.

Mr. Haight of the Indiana Division of the United States Employment Service reported on a cooperative plan for providing skilled employees for new and expandi war industries as worked out in Indianapolis. The plan is as follows:

1. That all metal-working industries be requested to cooperate in the plan.

2. That new and expanding industries engaged in war work be requested to cooperate with the plan as a means of obtaining needed key employees with a minimum of interference with existing employment conditions.

3. That new and expanding war industries maintain with the local office of the United States Employment Service a detailed list of essential skills required for key positions.

4. That the Indianapolis Office of the U. S. Employment Service first try to fill such requirements from its available lists of applicants.

5. That essential jobs remaining unfilled be then referred by the U. S. Employment Service to local metal-working plants with a request that negotiated transfers be made on an upgrading basis to utilize the maximum skills of the employees to be transferred to a defense plant. The Employment Service will maintain a list of employees provided by each employer under this cooperative plan.

6. That the U. S. Employment Service prepare a monthly report of unfilled vacancies.

7. That as much tool and die work as possible be let to local shops in a manner that will avoid exorbitant job shop prices until such war industries can create adequate tool and die departments.

8. That the U. S. Employment Service be given an opportunity to satisfy itself that the industry needing help from other employers in obtaining essential skills, is making every effort on its own account to obtain skilled workers and to train additional skills within its plant.

9. That new and expanding war industries in view of the voluntary assistance to be provided as outlined above by existing industries, agree not to hire individuals engaged in war work or individuals who have recently been engaged in war work in another local war industry until the managements of such industries have checked directly with the employers or former employers, or have used the facilities of the employment service maintained for that purpose.

VII. CRAB ORCHARD LAKE ORDNANCE PLANT

The Acting Chairman stated that on January 19, Mr. Hepler of the Illinois USES issued instructions to the local office servicing the Crab Orchard Lake Ordnance Project that workers referred by the Employment Service to the project would be referred from within a radius of 25 miles in an ever-widening circle in an effort to fully utilize the labor in the immediate area before recruiting from outside the area. Of course, this plan did not prevent the unions from referring people from outside the specified area direct to the plant without a referral card from the Employment Service.

However, complaints have been received regarding this plan, and Washington has requested that another conference be held in this area with the officials of all the unions concerned and a mutual agreement worked out. A meeting has been scheduled for March 19, and a report on the outcome will be made at the next meeting of the Labor Supply Committee.

VIII. SANDERSON AND PORTER

Mr. Brock reported that Major Warfel and Mr. Hepler accompanied him to a conference with Mr. Harrison Smith, resident partner of Sanderson and Porter, who operate the Ordnance plant at Joliet, Illinois. Mr. Smith stated that he reserved the right to continue to hire his workers in any way he saw fit; he stated he was not disrupting the local labor market and was not creating a housing situation However, workers registered with the Joliet and Kankakee Employment Offices remain unemployed, and Mr. Smith refuses to use the facilities of the Employment Service,

Mr. Dubin of the Chicago Ordnance District stated that at a conference in Washington last week at which General McSherry, Colonel Burnell, Messrs. Dooley and Stocking were present, it was agreed that the Employment Service is the agency which is primarily concerned and charged with the responsibility of labor procurement, and that the Army and Navy were behind the Employment Service.

Mr. Dubin added that his particular Division of Ordnance was interested in production by private war contractors; and that such plants As Crab Orchard, Sanderson and Porter, DuPont, etc., were not under the jurisdiction of the District Ordnance Office, but reported directly to their respective divisions in the Army or some Armed Division of Ordnance in Washington.

It was the consensus of the Committee that it was the Army representatives at these Ordnance plants who needed education as regards labor supply and the need for stabilizing the labor market. It was suggested that a conference be arranged at which these army representatives would be present, and a complete program outlined to them. Major Warfel stated he would take up the question of arranging such a conference with Colonel Battley in Washington.

IX. WPA DIRECT PLACEMENT PROGRAM

At the last meeting of the Labor Supply Committee, a leaflet published by the WPA was submitted to the Committee, and it was Mr. Hepler's contention that this broadside issued by the WPA in Illinois created the impression that the WPA was a direct referral and placement agency.

The WPA representative present at this meeting, Mr. Sherlaw, stated that this was in line with the agreement established between the Bureau of Employment Security and the WPA in November, 1941.

MOTION: That the apparent inccnsistency in the operating policies of the WPA and the Illinois Division of the U. S. Employment Service be referred to the National Labor Supply Committee for clarification.

MOTION PASSED

X. REPORT BY FARM PLACEMENT REPRESENTATIVE

Mr. Walter Erb, the Farm Placement Representative of the U. S. Employment Service in this region, stated that the objectives of this program were as follow:

1. Completion of a uniform and adequate farm placement program at all levels and areas of Employment Service operation.

2. Perfecting necessary arrangements for cooperation and coordination with other governmental and private organizations in order that all resources may be fully utilized and to prevent duplication of effort.

3. Provide proper supervision for a farm placement program to fully utilize local labor supplies and prevent insofar as possible undirected, undesirable, and uninformed migration of workers.

The problem is to primarily work out the adjustment from the past decade of over-supplies of agricultural labor to a fast-approaching condition of a below normal supply of labor available for farm work. A few of the principle contributing factors to this draining off of workers are:

1. Continued movement of agricultural workers to centers of war industries
2. Rural youth entering replacement field of non-defense industry due to high wage scales.
3. An expanded agricultural program brought about by the necessity of providing food for our 26 allied Nations.
4. The induction into the armed forces by Selective Service.

XI. REPORT OF LABOR REPRESENTATIVE

Mr. Hall stated that Mr. Brock referred a complaint made by Arnold Atwood, Regional Director, UAW-CIO, that the Steel Kitchen Manufacturing Plant at Connersville, Indiana, which at that time was on non-defense work, would not agree to release its employees for defense work allowing them to retain their seniority, even though they were not able to furnish them full time employment. Mr. Hall reported on a conference he had with Mr. Atwood on March 6 in which he was advised that while the Steel Kitchen Manufacturing Company had previously been entirely on non-defense work, they were now in a position to give their employees full time work.

Mr. Hall reported that there were about 3,000 unemployed mine workers, members of the CIO from Clinton, Indiana, who have applied for employment at the munitions plant in Clinton, but none have been employed because they were not members of an AFL Union. While DuPont, who is handling about 60% of the construction, does not recognize either the AFL or the CIO, they only employ those with AFL cards, therefore, the CIO mine workers union felt that their members were being discriminated against.

It was further stated that the CIO members would not agree to join the AFL in order to get employment. The general feeling among the CIO officers at Indianapolis is that the Labor Division of the War Production Board is giving the AFL preference on all construction jobs, and that they are being discriminated against. Mr. Hall suggested that on all construction and production jobs of this nature the War Department encourage the hiring of all local labor in the immediate area before outside help is employed.

XII. REPORT OF LABOR MARKET ANALYST

During the period January 15 through February 14, 1942, employment trends in Region VI were still slightly downward, although in Indiana the trends had leveled out. The almost complete stoppage of auto production on January 31, continued priority shortages, and curtailment orders in civilian production overbalanced employment gains in war production industries.

Unemployment Compensation claims for the month ending February 14 were considerably higher than in the previous month, indicating in part, the lag between layoffs in civilian production industries and rehirings in war production industries.

There was an increase of 15,000 in the primary registrations of fully qualified workers in selected war occupations over the number registered in January. The increases were chiefly in building construction occupations, in semi-skilled machine shop and metal fabricating occupations, and in auto production occupations. There was no change in number of registrations of skilled machine operators, but an increase in number of machinists. Many of these represented workers with some disqualifying characteristics.

A resurvey of the primary Chicago labor market area was conducted between January 8 and February 8, 1942. The primary area includes Cook County, Illinois (population 4,063,342) and the Calumet area of Lake County, Indiana (population approximately 266,500). This area has an estimated 625,000 workers employed in manufacturing establishments.

On the basis of information given by the 282 firms (with 339,000 employees visited for the purpose of this survey, it is estimated that there will be a net increase of approximately 115,000 to 125,000 workers in manufacturing industries by the end of January 1943, approximately 90 per cent of whom will be hired for war production work. No significant labor changes are expected in non-manufacturing industries.

XIII. REPORT OF TWI REPRESENTATIVE

Mr. Mertz reported that his organization at the present time was concentrating on the job instructor training program in each State.

XIV. NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on April 1, 1942, in the Regional Office of the Social Security Board.

XV. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 5:00 p.m.

VI
No. 6 - 4/1/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

WOMEN'S BUREAU
1942
DEPARTMENT OF LABOR

Sixth Labor Supply Committee Meeting
Chicago - April 1, 1942

## LABOR SUPPLY COMMITTEE PROBLEMS

### Labor Supply Activities

A communication was read to the Committee from Chester W. Hepler, Director for Illinois USES, relative to visits made employers by various Federal agencies seeking the same type of information. It was pointed out that until some clarification is made of this situation at the Washington level, no remedy could be effected at the regional level.

### Farm Equipment Industry

Mr. Hall, Labor representative, reported that he arranged for and attended the Labor Advisory Committee meeting at which the following action was taken: The Labor Advisory Committee for the Farm Equipment Industry strongly recommends to the Labor Division of the WPB that in the establishment of joint labor-management committees in the plants of the farm equipment industry, all programs, proposals, policies, and procedures be cleared through a national joint labor-management committee in the industry; that the plan selected for the initial experiments be discussed with the joint national committee and that all appeals, suggestions, or inquiries coming from local joint production committees be referred to the national joint committee for the farm equipment industry. In summary that an industrial rather than a regional point of clearance for joint production committees be established in this industry.

## LABOR RECRUITMENT

### Western Cartridge Company - Alton, Illinois

Mr. Hepler, Director Illinois USES, added that since the last meeting, the ES office at Alton, Illinois has been referring workers to the Western Cartridge Company at the rate of 100-150 a week, although he was not informed as to how many of these referrals had been hired. He pointed out that this firm had not abandoned its other methods of obtaining labor, but it is trying to utilize the local labor supply by using the facilities of the ES. A meeting to discuss the Western Cartridge Company has been arranged for Friday, April 3, between Colonel Battley and Mr. Hepler in St. Louis.

LABOR RECRUITMENT - Continued

Illinois

The Director USES for Illinois reported that he issued a bulletin to his local office managers requesting that they contact employers in their local area enlisting their cooperation in the interest of stabilizing the labor market to the following extent: That they furnish the ES a list of anticipated hirings in advance of hiring date, if possible; that they refrain from hiring workers at the gate, newspaper advertising and avoid sending labor supply representatives to recruit workers now employed until advised by the ES that they cannot secure workers; committing the USES to recruit all workers, allow sufficient time for clearance when necessary.

He reported the following results:

Chicago District Council of Metal Workers favors all hiring to be done through ES. They agreed that some control should be exercised in the labor market and they wish to cooperate in placing workers according to the priorities of the employer involved. They insist on retaining the ultimate decision, however, because their labor conditions other than priorities which make it desirable for a worker to change his place of employment.

No contact as yet has been made with the State Industrial Council of CIO. It was reported, however, that as far as the UAW workers were concerned, it was believed that the Electrical Workers and the Farm Equipment Workers would offer no opposition to use the USES exclusively.

The Illinois Manufacturers Association expressed the opinion that while they were doubtful that they could influence their larger members in any way, it was thought desirable to bring before the association a detailed written proposal as to how placement would be handled. It was suggested that the plan of operation be described in detail and mailed to the Executive Vice-president of the Association.

The Employers Association has very definite views on the subject of pirating in skilled trades. They feel that the only way to prevent pirating would be havin a clause in defense contracts making it compulsory to use the USES. It was agreed that generally their members would welcome such a measure. They do not feel, however, that the Association can afford either time or effort on any voluntary agreement to use the ES. It appears that they desire a pronouncement from Washington making the use of the ES compulsory.

The Chicago Association of Commerce expressed the opinion that as a whole the Association would be in accord with the plan with the provision that it would be necessary first for the USES in Illinois to "put its house in order." (Mr. Hapler stated that in connection with this their main complaint was that theES did not have a special office for professional and commercial people to register.) The Association is also somewhat concerned about the private agencies which are members of the Association, which they feel are doing a good job. They also stated that the success of such a plan of exclusive use of the USES in Chicago would be contingent upon such a policy being adopted nationally so that out-of-town employers could not advertise in Chicago and drain the city of skilled workers.

DISRUPTIVE RECRUITING PRACTICES

Northern Pump Company, Minneapolis

The Northern Pump Co. has complained to Col. Dean in Minneapolis that the Bass Foundry and Machine Co. at Fort Wayne, Indiana, has pirated one of its skilled men, and is planning on sending this man to Minneapolis in order to interest more of their men in accepting employment with this firm in Fort Wayne. This complaint was referred to Mr. Haight and Major Wade for investigation and a report.

Several complaints of pirating on the part of the Northern Pump Co. from firms in Wisconsin were read to the Committee and referred to the Acting Chairman for transmittal to the Regional Office of the US ES in Region VIII.

COMMUNITY PROBLEMS

Voluntary Arrangements for Obtaining Labor Supply

The Acting Chairman felt that the Committee should give some attention to the possibilities of making community arrangements for obtaining labor supply. In the absence of mandatory controls on the labor market, he pointed out that there was no other alternative other than to work on a voluntary basis. Mr. Brock added that it might help the efforts of the State people if there was a definite policy laid down by the Regional LSC instructing them to work out some cooperative plan in order to effect a voluntary agreement with employers and Employer Associations for the full use of the labor supply facilities, and to refrain from promiscuous competitive advertising as well as hiring at the gate. The following motion was passed: "Moved that the Regional LSC request and urge that the operating people in the USES put into effect as soon as possible a voluntary plan, as suggested by the Acting Chairman, as a means of expediting and controlling labor supply within an industrial community." MOTION PASSED.

Sturgeon Bay Labor Supply and Housing Facilities

A resurvey of the Sturgeon Bay, Wisconsin labor market areacompleted on March 26, indicated serious shortages in the local supply of labor and in housing facilities.

Four shipbuilding companies employing approximately 2,000 workers (total employment 12 months ago was 236) anticipated hiring between 2,000 and 2,500 additional workers in the next six months. The supply of labor within a radius of 25 miles of Sturgeon Bay is negligible. Production to date has not been materially hampered by labor shortages because men are being trained about as rapidly as production facilities are expanded. However, the acute housing shortage--not a single family dwelling or sleeping room available closer than Green Bay--may possibly retard future production if sufficient housing facilities are not provided.

Field Management Division
United States Employment Service
April 18, 1942

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
April 7, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on April 1, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

Eugene J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

APR 10 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

SEVENTEENTH MEETING - APRIL 1, 1942

The seventeenth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. on April 1, 1942, in the Regional Office of the Social Security Board, Chicago.

The following members and alternates were present:

Eugene J. Brock, Regional Representative, U. S. Employment Service, Acting Chairman
Sara Southall, Minority Groups, WPB
H. E. Atchison, Contracts Distribution Division, WPB
Major Lloyd W. Warfel, Selective Service
Lt. Colonel J. B. Cuno (alternate), Selective Service
Gladwin E. Young, U. S. Dept. of Agriculture
Don D. Lescohier, Bureau of Labor Statistics, U. S. Dept. of Labor
O. H. Campbell (alternate), Apprenticeship Unit, U. S. Dept. of Labor
Lt. Commander R. J. Twyman, Navy Department
Mrs. Agnes O'Connor, Women's Bureau, U. S. Dept. of Labor
F. M. Sherlaw (alternate), WPA
Mary S. Anderson (alternate), NYA
John J. Lamb (alternate), Training Within Industry, WPB
A. G. Anderson (alternate), National Resources Planning Board
H. T. Widdowson, U. S. Office of Education

Other representatives of Federal agencies in attendance were:

Major Howard Wade, Selective Service
Colonel Harris Ralston, U. S. Army
Chester W. Hepler, Director, Illinois USES
J. Bradley Haight, Director, Indiana USES
Harry Lippart, Director, Wisconsin USES
T. H. Wright, Minority Groups, WPB
R. Dubin, Chicago Ordnance District
Julian Baer, Occupational Analysis Unit, USES
Ruth A. Berman, Labor Market Analyst, USES
Raymond Johnsos, Assistant Regional Representative, USES
Rose A. Nathenson, Assistant Regional Representative, USES
Ralph Hoover, Clearance Representative, USES
Walter Erb, Farm Placement Representative, USES
Leon Werch, U. S. Employment Service
S. B. Danley, Racial Relations Specialist, USES
Paul Winner, Wisconsin Division, USES

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the meeting held on March 10, 1942, the minutes were approved as submitted.

II. LABOR SUPPLY ACTIVITIES IN REGION VI

A communication was read to the Committee from Chester W. Hepler, Director for Illinois USES, relative to visits made employers by various Federal agencies seeking the same type of information. It was pointed out that until some clarification is made of this situation at the Washington level, no remedy could be effected at the regional level.

Mr. Brock called on the State Directors of the United States Employment Service to make a report regarding the labor supply activities in their respective States.

ILLINOIS

Mr. Hepler stated that immediately after the Labor Supply Committee meeting of February 11, he issued a bulletin to his local office managers requesting that they contact employers in their local area and ask that in order to stabilize the labor market, they cooperate with the Employment Service to the following extent:

1. Furnish the Employment Service with a list of anticipated hirings sufficiently in advance of hiring date so that arrangements may be made to have workers available when needed.

2. Refraining from hiring workers at the gate; newspaper advertising in local or other communities; refrain from sending representatives out to recruit workers now employed until notified that the United States Employment Service cannot secure the required workers.

3. Committing the United States Employment Service to recruiting all workers in all occupational classifications allowing sufficient time for clearance of workers where this method is deemed necessary and advisable.

Mr. Hepler had the following report to make on the results to date of the Employment Service's efforts to stabilize the Chicago Labor Market area:

"A contact was made with the Chicago District Council of Metal Workers. This council is composed of the representatives of the AFL Unions representing the machinists, molders, pattern makers, electrical workers, sheet metal workers and blacksmiths. The consensus was that the council was in favor of all hiring being done through the Employment Service in unorganized shops. They refused to allow the Employment Service to decide on the placement of workers in shops under their respective jurisdictions. They agreed that some control should be exercised in the labor market and stated that they were anxious to cooperate with us in placing workers according to the priorities of the employer involved. They insist on retaining the ultimate decision in their hands, however, since they say that there may be conditions other than priorities which make it desirable for a worker to change his place of employment.

"No contact has been made as yet with the State Industrial Council of CIO but Mr. Terry Kandal, who is prominent in CIO circles in Chicago and who is Chairman of the Defense Training Committee of the CIO and is CIO's representative on the TWI Panel, stated that as far as the United Auto Workers were concerned, and he felt that he could speak also for the Electrical Workers and the Farm Equipment workers, the exclusive use of the Employment Service in hiring would meet with no opposition.

"Mr. Livingstone, Secretary of the Illinois Manufacturers Association was interviewed and while asserting he was doubtful whether the association would be able to do anything along the line of influencing its larger members in any way, still he felt that it would be desirable to bring a detailed written proposal as to exactly how placement would be handled before the association. The plan of operation should be described in detail and be mailed to James L. Donnelly, Executive Vice-president of the Association.

"Mr. Gordon Hostetter, Secretary of the Employers Association was interviewed and has very definite views on the subject of pirating in the skilled trades. Mr. Hostetter believes that no amount of endeavor, salesmanship, publicity, or endorsement by his association will be effective in preventing pirating. This association has, according to Mr. Hostetter's statement, done a great deal of campaigning along this line and finds that many employers will give lip service to the idea of having their hiring controlled but that when the pinch comes and they need workers badly, they will get them wherever they can and by whatever means that they can. He feels, and is reasonably certain, that the majority of their members feel that there is no solution except a clause in the defense contracts which makes it compulsory to use the USES. He believes further that their members would, generally, welcome such a measure. He stated further that the various procurement officers will on the whole encourage an employer to obtain the labor to turn out the particular product which the officer is interested in without much regard as to how he gets it. He does not feel that his association can afford either time or effort along the line of any voluntary agreement to use the Employment Service since he believes such agreements would not be adhered to by the larger companies. He appears to desire very earnestly a pronouncement from Washington making the use of the Employment Service compulsory.

"The Chicago Association of Commerce was interviewed with the following individuals representing the association: Mr. William Bachrach, Chairman of the Industrial Committee, Mr. Louis Dumond, Chairman of the Legislative Committee and Mr. F. N. Nickla, Secretary. They felt that the association would be as a whole in accord with the entire plan with a very definite provision that it would be necessary first for the USES in Illinois to 'put its house in order.' Mr. Bachrach stated that he had already taken up some of the deficiencies of the service which he considered serious.*** They also are somewhat concerned about the private agencies which are members of the association and feel that they have been doing a good job in some

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***In connection with this, Mr. Hepler interposed the statement that Mr. Bachrach's main complaint was that the Employment Service did not have a special office for professional and commercial people to register.

instances and that possibly some provision should be made for their co-operation. Also they say that the success of any plan of exclusive use of USES in Chicago would be contingent upon such a policy being adopted nationally so that out-of-town employers could not advertise in Chicago and drain the city of skilled workers.

"With the exception of contacts with a few large concerns whose reactions have been non-committal to date, this concludes the report up to the present time."

Mr. Hepler added that since the last meeting, the Employment Service office at Alton, Illinois has been referring workers to the Western Cartridge Company at the rate of 100-150 a week, although he was not informed as to how many of these referrals had been hired. He pointed out that this firm had not abandoned its other methods of obtaining labor, but it is trying to utilize the local labor supply by using the facilities of the Employment Service. A meeting to discuss the Western Cartridge Company has been arranged for Friday, April 3, between Colonel Battley and Mr. Hepler in St. Louis.

INDIANA

Mr. Haight stated that a State Labor Supply Committee had been formed in Indiana and that he felt positive that the only way and the best way to work on community problems was through established channels. In the absence of instructions in the tentative draft of the reorganization of labor supply committees regarding the inclusion of technicians or association members on these committees, representatives of the State Chamber of Commerce, State Manufacturers' Association, CIO, and AFL would be invited to sit in on meetings of the Indiana State Labor Supply Committee. This Committee will operate more or less in the same manner as the Regional Labor Supply Committee.

With regard to Todd and Brown, Inc., who operate the Kingsbury Ordnance Plant, Mr. Haight stated that he and Major Wade held a conference with Mr. Brown of that firm, Major Thomas, the army representative at the plant, and Mr. Hibbard, the employment office manager. At this conference, the following agreement was reached between Todd and Brown, Inc. and the Employment Service:

1. Todd and Brown would issue newspaper publicity and erect signs on their project to the effect that they would hire no one without conclusive proof of legal residence within fifty miles of Kingsbury.

2. The Employment Service would again refer workers to this project.

3. That workers so referred would have preferential treatment at the employment office and would not have to wait their turn with other applicants to receive attention.

As regards the Indianapolis cooperative plan for providing skilled employees for new and expanding war industries, Mr. Haight stated that this was not the solution to labor supply problems. However, it is a mechanism

for arriving at a solution in individual cases. Since its inception, over 100 workers have been transferred from one plant to another. These firms are not getting workers as fast as they would like to get them, but they are getting them, and complaints from employers have practically ceased.

WISCONSIN

To give a picture of the labor market in Wisconsin, Mr. Lippart stated he would have to show the demand for labor supply in the principal industries connected with war production. The industries that will compete mostly in the labor market will be the metal working industries, shipbuilding establishments in Superior, Manitowoc and Sturgeon Bay, the construction of a powder plant at Merrimac, and the expansion of Camp McCoy. At the present time, it seems as though Wisconsin has a surplus, but this will dwindle as soon as the demand increases. Within the next six or eight months, Mr. Lippart estimated that 10,000 additional people will be needed for the metal industries, 4,000 in the shipbuilding industry, and 15,000-20,000 at Merrimac, and 10,000-15,000 at Camp McCoy.

III. VOLUNTARY COMMUNITY ARRANGEMENTS FOR OBTAINING LABOR SUPPLY

The Acting Chairman felt that the Committee should give some attention to the possibilities of making community arrangements for obtaining labor supply. In the absence of any mandatory controls on the labor market, he pointed out that there was no other alternative except to work on a voluntary basis. Obviously a voluntary system depends upon the degree of adherence employers are willing to give to such a program, and to expect 100% adherence is being over-optimistic, but if a fairly large majority of employers would cooperate with the general over-all methods to enforce some controls on a voluntary basis, it would be that much to the good.

Mr. Brock added that it might help the efforts of the State people if there was some definite policy laid down by the Regional Labor Supply Committee instructing them to go ahead and work out some cooperative plan in order to effect a voluntary agreement with employers, Employer Associations, and labor organizations to make full use of the labor supply facilities in the locality, and to refrain from promiscuous competitive advertising as well as hiring at the gate.

MOTION: Moved that the Regional Labor Supply Committee request and urge that the operating people in the United States Employment Service put into effect as soon as possible a voluntary plan, as suggested by the Acting Chairman, as a means of expediting and controlling labor supply within an industrial community.

MOTION PASSED

IV. CRAB ORCHARD LAKE ORDNANCE PLANT

The Acting Chairman reported that a conference was held on March 19 at this plant at which time the ruling laid down by Mr. Hepler of a 25 mile radius for referrals by the Employment Service to this plant, and thence in an ever-widening circle, was upheld.

V. NORTHERN PUMP COMPANY, MINNEAPOLIS

The Northern Pump Company has complained to Colonel Dean in Minneapolis that the Bass Foundry and Machine Company of Fort Wayne, Indiana, has pirated one of its skilled men, and is planning on sending this man to Minneapolis in order to interest more of their men in accepting employment with this firm in Fort Wayne. This complaint was referred to Mr. Haight and Major Wade for investigation and a report.

Several complaints of pirating on the part of the Northern Pump Company from firms in Wisconsin were read to the Committee and referred to the Acting Chairman for transmittal to the Regional Office of the United States Employment Service in Region VIII.

VI. REPORTS

A. Labor Representative

Mr. Hall submitted the following report:

March 13, 1942

Arranged for and attended Labor Advisory Committee meeting at the Sherman Hotel at which Mr. Robert R. Brooks, Industrial Operation Branch, Labor Division, War Production Board, Washington, D. C., acted as Chairman. The meeting started at 10:00 a.m. and adjourned at 5:00 p.m. Thirty representatives attended the morning session which was broken down to ten for the afternoon meeting. The following action was taken:

The Labor Advisory Committee for the Farm Equipment Industry strongly recommends to the Labor Division of the War Production Board that in the establishment of joint labor-management committees in the plants of the farm equipment industry, all programs, proposals, policies, and procedures be cleared through a national joint labor-management committee in the industry; that the plan selected for the initial experiments be discussed with the joint national committee and that all appeals, suggestions, or inquiries coming from local joint production committees be referred to the national joint committee for the farm equipment industry. In summary that an industrial rather than a regional point of clearance for joint production committees be established in this industry.

March 14, 1942

Held a meeting with Terry Kandal of Local 719 UAW-CIO on defense training program which he submitted to various branches of the WPB in Washington.

Mr. Hall stated he had also discussed this program with Mr. Harold T. Widdowson.

March 21, 1942

Met with officials of Brick Masons Union No. 3 at Indianapolis on alleged discrimination against Negro brick masons being denied membership which is necessary to obtain work on defense jobs in Indianapolis.

Union officers advised Mr. Hall that Negroes are not denied membership in their union and that they would be permitted to join providing they could get proper signers for their application for their admittance into the union.

B. Labor Market Analyst

Employment: Preliminary tabulations of anticipated changes in employment to be made by 947 of approximately 2,500 manufacturing firms visited in Region VI, indicated that during the six month period, March through August, 1942, these firms would hire a total of 95,046 and layoff 9,772, a net increase of 85,274 workers. Employment was expected to increase by 33,263 during March and April and by an additional 52,011 during the period May through August.

A total of 533,935 workers was employed by the 1,765 firms visited in Illinois. The anticipated net increase of 28,536 workers would mean a 5.3% increase in employment for these firms.

No data are available on the number of firms visited in Indiana. Those that expected changes in employment anticipated a net increase of 45,314 workers In Wisconsin, of the 395 firms (employing 158,544 workers) visited at the beginning of March, 187 firms reported an anticipated increase of 11,424 workers. This represents a net increase of 7.2% for all firms visited.

Registrations: Registrations of fully qualified and available workers in 624 selected war production occupations were reported as 72,292 in February and 67,554 in March. Total registrations remained about the same, because the decrease in the number of fully qualified registrants was offset by an increase in the number of partially qualified registrants.

Small decreases in the number of registrations of semi-skilled workers in the metal processing and the automobile manufacturing groups of occupations, occurring for the first time in several months, are an indication that conversion to war production is finally overweighing layoffs due to material shortages and curtailment orders. It is also significant that for the first time in many months the number of carpenters and other construction workers registered with the USES in Region VI showed a slight decrease instead of the usual increase.

Trainee Employment: A total of 2,819 trainees was reported as having obtained employment in Region VI during February; about 300 less than the number reported for January. Approximately 60% of these trainees were known to have secured work in jobs utilizing the training they had received.

During February, 3,080 persons were accepted in pre-employment and refresher courses and 486 on NYA war production work projects.

Forty-five Negro trainees were able to obtain employment during the month. The USES placed 13, but only two in jobs utilizing the training they had received. However, of the 32 who obtained employment without the assistance of the USES, 20 were in jobs utilizing the training they had received. In addition, 95 Negroes were accepted in war production training courses and 15 were accepted on NYA war production work projects.

Sturgeon Bay: A resurvey of the Sturgeon Bay, Wisconsin labor market area completed on March 26, indicated serious shortages in the local supply of labor and in housing facilities.

Four shipbuilding companies employing approximately 2,000 workers (total employment 12 months ago was 236) anticipated hiring between 2,000 and 2,500 additional workers in the next six months. The supply of labor within a radius of 25 miles of Sturgeon Bay is negligible. Production to date has not been materially hampered by labor shortages because men are being trained about as rapidly as production facilities are expanded. However, the acute housing shortage - not a single family dwelling or sleeping room available closer than Green Bay - may possibly retard future production if sufficient housing facilities are not provided.

Evansville: A preliminary report of a survey made in March of the Evansville labor market area indicated that 33,500 additional production workers will be needed (approximately 9,600 will be women) during 1942 and the first half of 1943. The Chrysler Corporation will hire 11,775, the Briggs-Indiana Corporation 8,850, Servel, Inc. 5,673, the U. S. Naval Yard 4,000, and Sunbeam Electric Mfg. Company, 2,530. The remaining workers will be hired by the smaller industrial firms in the area.

No estimate has yet been made of the total available labor supply, but the local supply on the Indiana side of the river has been estimated at 13,000 workers.

At the present time no particular difficulties are anticipated with regard to housing or community services.

C. Farm Placement Representative

Mr. Erb reported that since the last meeting of the Regional Labor Supply Committee, some progress had been made, and the State organizations were pretty well lined up. Wage incentives are higher in industry than on the farm and as a result, every time a new plant is opened, farm boys head for industry. Mr. Erb added that to date there are only a couple of areas in this region where the labor supply for farms is serious.

D. Defense Training

Mr. Widdowson stated that during the week of April 20-27 every bit of training equipment that is usable and facilities which could be used for training will be recorded. Mr. Brock added that a member of the staff of the Illinois Division of USES had been detailed to the Regional Office to take charge of pulling all of the loose ends on defense training together so that a complete inventory of the location of every training facility, its nature and its capacity, will be on file. However, further work on this project will be delayed until the report from the U. S. Office of Education is received.

E. Minority Groups

A communication from John J. Corson transmitting a statement from the Mexican Council General in Chicago dealing with the employment of persons of Mexican nationality and descent was referred to the Minority Group representatives for investigation and a report at the next meeting of the Labor Supply Committee.

VII. NEXT MEETING

The next meeting of the Labor Supply Committee will be held on April 22 in the Regional Office of the Social Security Board, 105 West Adams Street, Chicago, Illinois, at 10:00 a.m.

VIII. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 1:25 p.m.

VI

No. 18 - 4/22/42

LABOR'S BUREAU
MAY 14 1942
DEPARTMENT OF LABOR

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Eighteenth Labor Supply Committee Meeting
Chicago - April 22, 1942

LABOR RECRUITMENT

Western Cartridge Company

The following additions and corrections have been requested by Mr. Hugh Riddle of the National Housing Agency with regard to the statement on the Western Cartridge Company in the minutes of the March 10 meeting of the LSC:

"In the first paragraph, there is a statement that Mr. Stack of this agency had agreed to meet Mr. Hepler, Director of the Illinois USES for a conference at the Western Cartridge Company, and failed to put in an appearance. Mr. Stack advised me that the conference had originally been scheduled for another day and was changed at the request of Mr. Hepler, and that he (Stack) had promised he would be present, if at all possible. At the last minute he found it impossible, and failed in his effort to reach Mr. Hepler by telephone. He attempted later to reach Mr. Hepler in Chicago to explain what had happened, but his call was not returned.

"On pages 4 and 5 there is a summary of the Acting Chairman's remarks, which are not sufficiently complete, in view of the rather strong criticisms of the Alton-East Alton housing program advanced by several of those present at the meeting.

"In the first place, he did not admit that the National Housing Agency (then the Division of Defense Housing Coordination) had not relied altogether on the BES reports in the East Alton case. He stated that in connection with our work generally there were various types of reports available to us and various sources of information, but that BES reports and information from local USES offices were probably the most important. He stated that in the Alton-East Alton case they did rely entirely on the BES survey, supplemented by information furnished by the local manager of the USES office at Alton. Other surveys, of course, are not entirely confined to labor questions, but include rental surveys, vacancy surveys, and the like.

"There are several important points which the Acting Chairman feels should be brought out: (1) The information as to labor supply furnished by the local manager, referred to above, was used exactly as given. We were advised that there were 1,750 males registered for employment on December 17, 1941, and that of the above, the office estimated 950 were "available for employment". The BES survey of January 2 estimated an additional 225 workers available but not registered, and allowance was made for this. At no time was any statement made to us to the effect that a larger portion of the pool could or should be used.

LABOR RECRUITMENT - Continued

Western Cartridge Company - Continued

(2) "A letter was received dated December 31, copy of which is in the Chicago files, from the Labor Division of the OPM, signed by Joseph P. Tufts, Chief, Defense Housing Branch, to the effect that the employment practices of the Western Cartridge Company were under investigation, and that we would be advised shortly as to the results.

"Under date of February 4, Mr. Tufts wrote again on this subject to the effect that the company had been cleared (the question has since been reopened, but was supposedly settled at the time the program was written). In other words, our program was based entirely on labor supply figures furnished by USES, and the degree of utilization of the supply was approved by the WPB.

(3) "We were advised by our Washington office that the housing project in this locality was formally and specifically requested by the War Department."

Mr. Henri Sokolove of the Defense Housing Division of the War Production Board, who was present at this meeting, requested the Committee for a further statement on whether or not they would recommend housing for the East Alton area.

Mr. Hepler read a report submitted by his office which indicated that according to present reports, the labor demand in East Alton would be 3,000, and the supply of labor in the immediate area is 3,000.

MOTION: On the basis of information regarding the labor supply and demand in the Alton area, it is the consensus of the Committee that there is not a need for an extensive in-migration of workers into that area at the present time. MOTION PASSED.

Labor Shortages in Illinois

The Illinois Agency is continuing its efforts with employers in line with the motion passed by the LSC on February 12 regarding the exclusive use of the ES in hiring by firms with defense contracts and have had continued success in having employers voluntarily agree to discontinue practices which have proven to be disruptive and to use the ES as the recruiting agency. Some progress is being made with respect to the efforts being put forth by the ES to stabilize the Chicago labor market. The picture in Chicago, in general, shows that the small and middle-size firms would accept such a plan.

DISRUPTIVE RECRUITING PRACTICES

Wisconsin

Mr. Lippart, Director, Wisconsin USES, brought to the Committee's attention a letter written by an advertising concern in Milwaukee to personnel managers of various firms in which they offered to place their ads for workers in any newspaper in the United States. It was pointed out that this would just add to the disruption and confusion in the labor market, but nothing could be done by the LSC as this was a legitimate business enterprise.

Labor Pirating

Curtiss-Wright - The Wisconsin Division of the USES referred a communication from their Fond du Lac office to the effect that an individual, who is a graduate mechanical engineer, formerly of Oak Park, Illinois, employed at the Giddings and Lewis Machine Shop in Fond du Lac, was classified by his Oak Park Draft Board as II-A which enabled him to work for the Giddings and Lewis Company in a vital defense industry. However, Curtiss-Wright has been negotiating with this employee to leave the employ of Giddings-Lewis and have served notice on the Oak Park draft board that they intend to hire this man and file a XLII-A asking for occupational deferment of this individual. Immediately upon receipt of this letter the Oak Park draft board reclassified this individual to I-A, and have notified Giddings and Lewis to this effect, meaning that if this individual leaves their employ, he will be subject to immediate military service.

A copy of this communication has been referred to Major Warfel, Major Wade, and Lt. Commander Twyman. This case of labor pirating on the part of Curtiss-Wright Company is being referred to the USES in New York.

Field Management Division
United States Employment Service
May 11, 1942

6

IN REPLY REFER TO
FILE NO.

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

WOMEN'S BUREAU
MAY 7 - 1942
DEPARTMENT OF LABOR

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
May 1, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on April 22, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

Eugene J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MAY 4 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

EIGHTEENTH MEETING - APRIL 22, 1942

The eighteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. on April 22, 1942, in the Regional Office of the Social Security Board, Chicago, Illinois. In the absence of the Acting Chairman, Mr. Eugene J. Brock, the meeting was presided over by Mr. Chester W. Hepler.

The following members and alternates were in attendance:

Sara Southall, Minority Groups, WPB
Harold T. Widdowson, U. S. Office of Education
Austin H. Scott, Negro Employment and Training, WPB
Lt. Commander R. J. Twyman, Navy Department
Major Lloyd W. Warfel, War Department
Gladwin E. Young, U. S. Office of Agriculture
Lester Brown, Work Projects Administration
Phelps Kelley, Management Representative
A. G. Anderson (alternate), National Resources Planning Board
J. H. Campbell (alternate), Apprenticeship Training
John J. Lamb (alternate), Training Within Industry

Other representatives of Federal agencies in attendance were:

Chester W. Hepler, Director, Illinois USES
Harry Lippart, Director, Wisconsin USES
J. Bradley Haight, Director, Indiana USES
J. B. Foster, National Youth Administration
Cecil L. Utterback, Regional Director, Apprenticeship Training
Major Howard Wade, War Department
Robert Garrigan, Defense Health and Welfare Services
R. Dubin, Chicago Ordnance District
S. B. Danley, Special Representative, USES
Henri Sokolove, Defense Housing, WPB, Washington
C. John Russell, Informational Service, Social Security Board
Ruth A. Berman, Labor Market Analyst
Walter Vaslow, Regional Office, USES
Leon Werch, Regional Office, USES
Raymond D. Johnsos, Assistant Regional Representative, USES

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

As there were no corrections or additions to the minutes of the meeting held on April 1, 1942, they were approved as submitted.

II. WESTERN CARTRIDGE COMPANY

The following additions and corrections have been requested by Mr. Hugh Riddle of the National Housing Agency with regard to the statement on the Western Cartridge Company in the minutes of the March 10 meeting of the Labor Supply Committee:

"In the first paragraph, there is a statement that Mr. Stack of this agency had agreed to meet Mr. Hepler, Director of the Illinois USES for a conference at the Western Cartridge Company, and failed to put in an appearance. Mr. Stack advised me that the conference had originally been scheduled for another day and was changed at the request of Mr. Hepler, and that he (Stack) had promised he would be present, if at all possible. At the last minute he found it impossible, and failed in his effort to reach Mr. Hepler by telephone. He attempted later to reach Mr. Hepler in Chicago to explain what had happened, but his call was not returned.

"On pages 4 and 5 there is a summary of my own remarks, which I feel is not sufficiently complete, in view of the rather strong criticisms of the Alton-East Alton housing program advanced by several of those present at the meeting.

"In the first place, I did not admit that the National Housing Agency (then the Division of Defense Housing Coordination) had not relied altogether on the BES reports in the East Alton case. I stated that in connection with our work generally there were various types of reports available to us and various sources of information, but that BES reports and information from local USES offices were probably the most important. I stated that in the Alton-East Alton case we did rely entirely on the BES survey, supplemented by information given us by the local manager of the USES office at Alton. Other surveys, of course, are not entirely confined to labor questions, but include rental surveys, vacancy surveys, and the like.

"There are several important points which I feel should be brought out:

"1. The information as to labor supply given us by the local manager, referred to above, was used exactly as given. We were advised that there were 1750 males registered for employment on December 17, 1941, and that of the above, the office estimated 950 were "available for employment". The BES survey of January 2 estimated an additional 225 workers available but not registered, and allowance was made for this. At no time was any statement made to us to the effect that a larger portion of the pool could or should be used.

"2. We received a letter dated December 31, copy of which is in the Chicago files, from the Labor Division of the OPM, signed by Joseph P. Tufts, Chief, Defense Housing Branch, to the effect that the employment practices of the Western Cartridge Company were under investigation, and that we would be advised shortly as to the results.

"Under date of February 4, Mr. Tufts wrote again on this subject to the effect that the company had been cleared (the question has since been reopened, but was supposedly settled at the time the program was written). In other words, our program was based entirely on labor supply figures furnished by USES, and the degree of utilization of the supply was approved by the WPB.

"3. We were advised by our Washington office that the housing project in this locality was formally and specifically requested by the War Department."

Mr. Henri Sokolove of the Defense Housing Division of the War Production Board, who was present at this meeting, requested the Committee for a further statement on whether or not they would recommend housing for the East Alton area.

Mr. Hepler read a report submitted by his office which indicated that according to present reports, the labor demand in East Alton would be 3,000, and the supply of labor in the immediate area is 3,000.

MOTION: On the basis of information regarding the labor supply and demand in the Alton area, it is the consensus of the Committee that there is not a need for an extensive in-migration of workers into that area at the present time.

MOTION PASSED

III. LABOR SUPPLY ACTIVITIES IN REGION VI

(a) ILLINOIS - Chester W. Hepler

Mr. Hepler stated that in Illinois shortages do not exist in unskilled and semi-skilled occupations, but are confined to a number of very highly skilled occupations. The companies with the greatest difficulties are those paying the lowest wages.

The Illinois agency is continuing its efforts with employers in line with the motion passed by the Labor Supply Committee on February 12 regarding the exclusive use of the Employment Service in hiring by firms with defense contracts, and have had continued success in having employers voluntarily agree to discontinue practices which have proven to be disruptive and to use the Employment Service as the recruiting agency. Some progress is being made with respect to the efforts being put forth by the Employment Service to stabilize the Chicago labor market. The picture in Chicago, in general, shows that the small and middle-size firms would accept such a plan.

A general survey was made of 206 firms in defense production. Of this number twenty hire over 500 employees, sixty-one over 200, and one hundred and twenty-five less than 200. Of the latter two groups, only 21 indicated that they would not be in favor of such an agreement. Of the groups with the largest number of employees, three so indicated. The objection most prevelant, as indicated in the survey, to an all-out agreement of this type is that these employers feel that it would only work with complete agreement of all manufacturers, and stress was placed on the fact that many of them feel that this control should be legislative.

(b) INDIANA - J. Bradley Haight

Mr. Haight reported that the Indiana State Labor Supply Committee has been established, and they have held their second meeting. Included on the Committee are two union members and two employer representatives.

At a meeting with the Building Contractors Association, the Indiana Director agreed that the USES would compile a bi-weekly tabulation of the hires and layoffs in the building trades.

Mr. Haight added that employers in Indiana are ready and willing for labor market controls. In some instances, they are demanding controls. Wages are not important in this competition -- the hours of work are.

The firm that is working on a two ten-hour shift basis is taking workers away from the firm that is working on three eight-hour shifts. In the next few months, the estimated demand for workers in the State of Indiana will be 270,000 against a supply of 100,000 unemployed or people looking for better jobs.

(c) WISCONSIN - Harry Lippart

Mr. Lippart stated that the impact that Indiana and Illinois have felt during the last year was now coming to Wisconsin, and he felt that within the next few months Wisconsin would face a serious shortage of labor in certain classifications.

There are between seven and eight thousand trainees in the various vocational schools in Wisconsin -- confined mostly to men. In a few schools they are starting to train women, and the Ordnance plant at Eau Claire will absorb 3,000 women workers.

The demand for farm labor in Wisconsin is increasing and at the present time the Employment Service has 288 unfilled orders for skilled farm hands.

Mr. Lippart brought to the Committee's attention a letter written by an advertising concern in Milwaukee to personnel managers of various firms in which they offered to place their ads for workers in any newspaper in the United States. It was pointed out that this would just add to the disruption and confusion in the labor market, but nothing could be done by the Labor Supply Committee as this was a legitimate business enterprise.

IV. CASES OF LABOR PIRATING

(a) Curtiss-Wright

The Wisconsin Division of the USES referred a communication from their Fond du Lac office to the effect that an individual, who is a graduate mechanical engineer, formerly of Oak Park, Illinois, employed at the Giddings and Lewis Machine Shop in Fond du Lac, was classified by his Oak Park Draft Board as II-A which enabled him to work for the Giddings and Lewis Company in a vital defense industry. However, Curtiss-Wright has been negotiating with this employee to leave the employ of Giddings-Lewis and have served notice on the Oak Park draft board that they intend to hire this man and file a XLII-A asking for occupational deferment of this individual. Immediately upon receipt of this letter the Oak Park draft board reclassified this individual to I-A, and have notified Giddings and Lewis to this effect, meaning that if this individual leaves their employ, he will be subject to immediate military service.

A copy of this communication has been referred to Major Warfel, Major Wade and Lt. Commander Twyman. This case of labor pirating on the part of the Curtiss-Wright Company is being referred to the United States Employment Service in New York.

(b) Northern Pump Company

On April 3, Major Warfel and Major Wade went to Minneapolis, Minnesota and held a conference with the Personnel Manager of this company regarding their labor policies. Major Wade stated that the Northern Pump Company was doing a magnificent job and were ahead of schedule, and he felt that the management of this plant was deserving of the highest praise. The manager admitted that they had resorted to labor practices which might be described as pirating, but that they now required a release from a former employer before they hired a worker.

In the matter of the three men reported by the Chicago Ordnance District as having been pirated away from the Northern Pump Company by the Bass Foundry and Machine Company of Fort Wayne, Indiana, it was stated that the loss of two of the men would result in a slow down in production, but in the case of the third man, another person could be upgraded to do his job and his loss would not have particularly serious results.

V. COMMUNICATIONS FROM WASHINGTON

(a) Local or Industrial Area Labor Supply Committees

A communication from John J. Corson, Director of the United States Employment Service, was read to the Committee in which he requested that until further notice the Labor Supply Committee should function on the present basis as it has been decided to consider further the problem of the reorganization of the Labor Supply Committees.

(b) Action Necessary to Meet the Manpower Problem

The following communication which was presented in person by General McSherry to the War Production Board at their meeting on March 3 was read to the Committee:

1. Effective Use of Skilled Labor and In-Plant Training: Directives should be sent to all war contractors that all skilled craftsmen must be employed at jobs utilizing their best skills. To insure compliance with this directive, the utilization of a staff of plant inspectors is required, with authority to review as frequently as deemed necessary detailed plant operations. Provision must be made after appropriate review and appeal for acceptance by the plant management of the recommendations of the War Production Board relative to the utilization of skilled workers and of training programs necessary for training within the plant.

2. Positive Consideration of Labor Supply Problems in Placement of Contracts: Procurement officers and other persons placing contracts should be directed to keep informed of and give due consideration to the labor supply situation in communities in which they are planning the placement of contracts. Representatives of the Labor Division should be consulted in the initial stages of all contract negotiations.

3. Defense Training Programs: The President should issue an executive order centralizing control of all Federal agencies engaged in defense training.

4. Single Hiring Agency: The President should issue an executive order designating the USES under the direction and supervision of the War Production Board, as the single agency to control recruitment and placement of workers in critical occupations essential to war production.

5. Establishment of Labor Supply Priorities: The War Production Board should set up the mechanism necessary to establish priorities of production by items of equipment and priorities of plants manufacturing such equipment in order that proper labor priorities may be determined.

6. Transfer of Workers: Authority should be obtained for transferring workers among employers in accordance with the needs of the war production program. Such authority should include provision for protection of the seniority and other rights acquired by workers being transferred as well as transportation costs

7. Utilization of Local Labor Supply: The War Production Board should direct all contracting departments and agencies to take the necessary action to insure the full utilization of the local labor supply.

8. Labor Supply and Housing: In-migrant war workers should have first call on all war housing. The bulk if not all of war housing should be rented to war workers without requirement compelling them to purchase such housing. In more critical areas, dormitories should be provided to accommodate workers whose families have been left in their former homes. In addition, authority should be obtained to requisition existing housing space for war workers.

9. Local Transportation of War Workers: To prevent delays in war production through the breakdown of local transportation systems, action should be taken: to stagger hours for departments of large war industries, schools, office workers and shoppers; and to obtain greater utilization of rail services, inter-city and sightseeing buses and other means of transportation used for services not essential to the war effort.

10. Mobile Labor Corps: Legislation should be secured authorizing the War Production Board to organize a mobile labor corps of such size and in such skilled occupations as are deemed necessary for the prosection of the war effort.

11. Curtailment of Less Essential Production: The War Production Board should curtail less essential production and services if and when necessary to meet the manpower problem of war production.

12. National Manpower Board: A National Manpower Board should be promptly established.

13. Allocation Between Military and Industrial Needs: The Manpower Board should, among other things, promptly consider the realistic and practical determination of the military needs of the War and Navy on one hand, and

industrial needs on the other. This consideration should include controls necessary to prevent wastage of skills through voluntary enlistment in the Army and Navy.

14. Wage Stabilization: The necessary action should be taken to establish wage stabilization agreements wherever feasible.

VI. REPORTS

(a) Labor Representative

In the absence of Mr. Hall a report submitted by him was read to the Committee. In his report, he stated that complaints had been received in Washington that there were twenty-one tool and die shops in and around Rockford, Illinois, not working full time on defense work. These complaints were referred to him for investigation and he visited each of these concerns and found they were utilizing the skills in their plants in working on defense jobs.

(b) Farm Placement Representative

The following is a summary of the report submitted by Walter Erb, the farm placement representative, to be read to the Labor Supply Committee in his absence:

On the basis of instructions from the Chairman of the Regional Labor Supply Committee relative to the Spanish-American problem in this area, Mr. Thomas Wright of the Minority Groups and Mr. Erb discussed with the Mexican Council methods for determining the exact number of families that will be available for employment in this area. In addition, they were confronted by another problem with this group which has been caused by the sugar beet industry bringing in some 150 Mexicans to the New Holland and Lansing, Illinois area some thirty to forty five days in advance of the time when sugar beet growers can use these people.

In view of the fact that the Texas Labor Law requires the sugar beet or other employer interests to take out an emigrant agent's license which is obtained by paying a license fee of $10.00, posting a bond of $5,000 to insure return transportation to the laborer, and if out-of-State transportation has been provided, they pay an annual occupation tax of $1,000, and are also required to pay an additional sum ranging from $100 to $300 for the privilege of operating in individual counties and since failure to comply is punishable by a fine of $500 or six months in jail or both, and that all records must be made available to the State Labor Commissioner, and in addition these agents representing out-of-State interests charge the worker $2 per head for the job, Mr. Erb made the following recommendation to the Director of the United States Employment Service, John J. Corson:

That the Regional Office of the United States Employment Service at San Antonio, Texas, be requested to call to the attention of the Texas State Department of Labor the conditions of the workers being recruited and further to request that the Labor Commission not license outside organizations searching for farm labor, until the Commission, through the USES in Texas, has ascertained that wages and living conditions are at least ample, and further that local supplies of available workers have been exhausted.

Further, it is the thought of the Council, Mr. Wright and Mr. Erb, that in all probability something can be worked out whereby all of these people in the last group be brought in who are willing to return home can be sent home at the expense of the posted bond which is on file with the Labor Commissioner in Texas.

(c) Labor Market Analyst

The following summary reports were sent to members of the Regional Labor Supply Committee during the week previous to the meeting:

1. Analysis of anticipated hires and layoffs in selected war industries.

2. Brief analysis of the labor supply in selected occupations important to the war program.

3. Brief analysis of referrals and placements of trainees.

The Labor Market Analyst pointed out that major problems of transportation were likely to develop in several areas within the region as a result of the tire shortage. Plans are being made, in cooperation with the National Housing Agency and the Office of Defense Health and Welfare Services, to secure from the Kingsbury Ordnance Plant Officials a survey of the present addresses of persons employed at the plant and the means of transportation used. The purpose of this survey is to determine the extent to which provision will have to be made for more adequate public transportation, or for additional housing in the area.

(d) Minority Groups

Mr. Austin Scott reported that 540 Negro workers were now employed as chemists, inspectors - explosive operations, and in a number of other classifications at the Kingsbury Ordnance Plant. It is anticipated that three or four thousand more will be hired at this plant.

(e) Training-Within-Industry

Mr. John J. Lamb stated that the Training-Within-Industry Branch of the War Production Board were concentrating on their job instructor program. At the present time, they have close to 4,000 foremen, leadmen, and "straw" bosses receiving job instructor training.

VII. NEXT MEETING

The next meeting of the Labor Supply Committee will be held on Wednesday, May 13, 1942, in the Regional Office of the Social Security Board, Chicago, Illinois.

VIII. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 1:30 p.m.

ENW

VI

No. 19 - 5/13/42

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LABOR

Nineteenth Labor Supply Committee Meeting
Chicago - May 13, 1942

## LABOR RECRUITMENT

### Illinois

Increasing numbers of employers are turning to the ES as the labor market becomes more stringent. The farm placement program is progressing nicely. Some difficulty is experienced in finding year-round farm hands, particularly unmarried. The usual salary for year-round workers is $60 per month. Farmers will have to be impressed with the fact that mechanically-minded city boys could, with a limited period of training, be adapted to the mechanical work of farming. The agency is asking farmers to make living quarters available for farm couples.

### Agricultural Workers

Mr. Erb, Farm Placement Representative, pointed out that in Texas, there is a Labor Commission which has secured Acts through the Texas legislature which require that each company desiring to recruit workers in Texas would have to hire a labor agent in Texas and post a bond of $5,000. In addition, they must also pay $200-$300 in every county in which they desired to recruit workers. These agents charge the workers $2.00 for giving them a job, and also receive money from the company for obtaining these workers for them.

Mr. John J. Corson, Director of the United States Employment Service, is recommending to the Regional Office in Texas that they contact the Labor Commission in Texas relative to making some arrangement whereby they will not issure licenses to these labor agents, but will allow the employer to recruit through proper labor channels.

## MINORITY PROBLEMS

### Discrimination

Illinois Bell Telephone Co., Sterling, Illinois--Discriminatory Employer Job Specifications--In addition to a birth certificate required, to be employed by this firm is the specification that a marriage license five years old, two affidavits, or insurance papers are required. The employer was contacted with regard to this specification and he stated that other types of identifying data might be acceptable in lieu of a birth certificate, but that Government regulations positively forbid any employee to have access to switchboards without having a birth certificate. It was further stated that it has been demanded of the company that they obtain birth certificates on all their employees even those who have been with them for as long as thirty-five years.

MINORITY PROBLEMS - (Cont'd)

Employment of Negroes

Mr. Scott, Negro Employment and Training, WPB, reported that he expected very favorable developments in Milwaukee with regard to employing qualified Negro workers in the garment and textile industries, and these workers will be recruited from the Employment Service where the employer does not have a closed shop agreement.

In an effort to give qualified Negro workers an opportunity to obtain training in vocational classes, the Illinois Division of the United States Employment Service has issued a bulletin to its offices having a significant number of Negro registrants, to make efforts to have included in the vocational defense training program a representative number of qualified Negro trainees.

Mr. Scott added that since the hearings of the President's Committee on Fair Employment Practices in Chicago in January, the Buick Motor Company has increased its employment of Negro workers from four to five hundred percent. They now have two to three hundred workers employed in ten or fifteen different classifications - perhaps a quarter of them relating to their training or their skills.

DISRUPTIVE RECRUITING PRACTICES

Sanderson and Porter, Wilmington, Illinois

On April 3 General McSherry addressed a communication to the Personnel Director of this firm urging them to utilize the ES in recruiting labor and offering facilities of the TWI in determining whether in-plant training would solve their labor problem. Mr. Kelly of the Illinois USES followed up this letter with a personal call and was informed that the letter was not received by the company. A copy of the letter was read to them. In response to a question as to theirreaction, the Personnel Director stated that:

1. Training-Within-Industry would not apply to them for there are no workers with the experience required for the type of work, and as a consequence they have been training their workers ever since they started production.

2. He said that he had spent the previous day with a representative of the local Training-Within-Industry Committee of the War Production Board.

3. He further stated that he was acting on orders from above in not using the Employment Service.

DISRUPTIVE RECRUITING PRACTICES - (Cont'd)

4. And, finally, he said that he expected to have a layoff of production workers within the next week.

Studebaker Corporation, South Bend, Indiana

General McSherry sent a similar letter as that sent to Sanderson and Porter to the Studebaker Corporation, and a representative of the Indiana Division of the United States Employment Service called on this contractor with negative results as to their using the Employment Service in the recruiting of labor.

Rock Island Arsenal, Rock Island, Illinois

A letter was read from Brigadier General N. F. Ramsey of the Rock Island Arsenal relative to commercial firms recruiting highly skilled employees from the Arsenal and other firms in the vicinity of Rock Island.

Motion was passed that current information here on pirating of labor be referred to the new War Manpower Commission for consideration. Also that the Acting Chairman be delegated to appoint a subcommittee to study the various types of disruptive recruiting practices existing in this region and present the result of this study to the LSC in order that it may pass along to the War Manpower Commission recommendations for the type of policy required in order to control the situation.

Remington Rand, Illiopolis, Illinois

This firm has informed the USES that they will continue to receive applications from anywhere in the country because it is the company policy. Colonel Ralston discussed this matter with them and obtained an agreement that they would no longer follow this policy. However, they are still taking applications promiscuously. The matter will again be brought to Colonel Ralston's attention. Mr. Hepler states that the alarming feature is that Remington Rand is endeavoring to influence other employers in the Illiopolis area not to use the ES.

COMMUNITY PROBLEMS

Housing and Transportation Facilities--Kingsbury Ordnance Plant

On April 28 representatives of the National Housing Agency, the Office of Defense Health and Welfare Services and the United States Employment Services met with officials of the Todd-Brown Company at the Kingsbury Ordnance Plant to discuss the expected source of 8,000 to 10,000 additional workers to be hired at the plant, and to determine the extent to which present employees

COMMUNITY PROBLEMS - (Cont'd)

will require housing near the plant site when private auto transportation is no longer available. The conference demonstrated the need for close collaboration between the Office of Defense Transportation and the agencies responsible for providing adequate labor supply for war production. Estimates of potential labor supply beyond the immediate area of a plant are conditioned by plans for public transportation. It is therefore suggested that steps be taken to include a repres entative of the O.D.T. on the Labor Supply Committee.

Field Management Division
United States Employment Service
May 28, 1942

FEDERAL SECURITY AGENCY

# SOCIAL SECURITY BOARD

WASHINGTON, D. C.

IN REPLY REFER TO

FILE NO.

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
May 20, 1942

WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LABOR

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on May 13, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular Committee meeting on June 3, 1942.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

MAY 23 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

MAY 13, 1942

The nineteenth meeting of the Sixth Regional Labor Supply Committee convened at 10:15 a.m. in the Regional Office of the Social Security Board, Chicago. In the absence of the Acting Chairman, Eugene J. Brock, the meeting was presided over by Chester W. Hepler.

The following members and alternates were present at the meeting:

Harold T. Widdowson, U. S. Office of Education
A. G. Anderson (alternate), National Resources Planning Board
J. H. Campbell (alternate), Apprenticeship Training
J. V. Swanson, U. S. Civil Service Commission
Austin H. Scott, Negro Employment and Training, WPB
Lt. Commander R. J. Twyman, Navy Department
Major Lloyd W. Warfel, CE, Liaison Officer, Headquarters, Services of Supply
Mrs. Agnes O'Connor, Women and Children's Bureau, Department of Labor
Michael Hall, Labor Representative
John J. Lamb (alternate), Training-Within-Industry, WPB

Other representatives of Federal agencies in attendance were:

Mary E. Amend, Bureau of Labor Statistics
Nat T. Frame, Department of Agriculture
William Bachrach, ESMDT Training
John B. Foster, NYA
John Foy, Labor Division, WPB, Washington
Walter Roy, Liaison Officer, OCD, Chicago Metropolitan Area
Lawrence E. McGann, Deputy Regional Director, Civilian Mobilization Division, OCD
John B. Dillencourt, Regional Representative, Volunteer Offices Section, Civilian Mobilization Division, OCD
Chester W. Hepler, Director, Illinois USES
Harry Lippart, Director, Wisconsin USES
C. J. Russell, Informational Representative, Social Security Board
Raymond D. Johnsos, Assistant Regional Representative, USES
Rose A. Nathenson, Assistant Regional Representative, USES
Walter Erb, Farm Placement Representative, USES
Ruth A. Berman, Labor Market Analyst
Leon Werch, Clearance Representative, USES

I. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on April 22, they were approved as submitted.

II. LABOR SUPPLY ACTIVITIES IN REGION VI

WISCONSIN - Harry Lippart

Mr. Lippart reported that although there are stringencies in critical occupations in Wisconsin, there is still a supply of some skilled, semi-skilled and unskilled labor. Within the next six or seven months, it is expected that

there will be a demand of upwards of 50,000 men to be employed on construction work. After the construction work has been completed on these projects, some of these workers will remain and work on production lines in the plants. In the latter part of this year, Mr. Lippart stated, the industrial demand for labor in factories will probably reach its peak with an estimated demand of 50,000 workers.

To date, the supply of labor to meet the demand for farm workers has been adequate. The growers have ample help to plant and harvest their crops; however, the dairy farms are getting short of help. The Wisconsin Division of the United States Employment Service during the month of April, handled more placements of farm labor than at any time in the six months previous.

The housing conditions in certain areas of the State are becoming acute due to the extra demand for labor on some of the construction projects.

ILLINOIS - Chester W. Hepler

Mr. Hepler stated that increasing numbers of employers were turning to the Employment Service as the labor market was becoming more stringent. The Illinois placements for the month of April exceeded that of any month in the last eight months. Twenty-six thousand placements were made. Most encouraging is the fact that of this number, a much larger proportion than formerly were placements in industrial plants of skilled, semi-skilled and unskilled industrial workers. Mr. Hepler added that as time goes on, it will be necessary to concentrate their efforts on referring workers to the essential war industries and curtail to some extent their operations with regard to non-essential employers such as workers for private homes, hotels and institutions, etc.

The farm placement program in Illinois is progressing very nicely. Some difficulty is being experienced in finding year-round farm hands, particularly those who are unmarried. The rate of pay for these workers has consistently increased and today it is difficult to hire a year-round worker at a salary of less than $60.00 a month. It will be necessary to convince the farmers that they will have to break down their specifications for workers. The Illinois agency is making an attempt to impress upon the farmers the fact that boys from the city who are mechanically-minded can, with a very limited period of training, be adapted to the mechanical work which is such a large part of farming. The agency is also asking the farmers to make living quarters available for farm couples.

INDIANA

In the absence of Mr. Haight, no report was submitted regarding the labor supply activities in the State of Indiana.

III. DISRUPTIVE LABOR PRACTICES

The following information, received in the Regional Office, relative to practices which tend to disrupt the labor market, were presented to the Committee:

A. Sanderson and Porter, Wilmington, Illinois

On April 3, 1942, General Frank J. McSherry addressed a communication to the Personnel Director of this firm urging that this employer make use of the United States Employment Service, and offering the facilities of the Training-Within-Industry Branch of the War Production Board in determining whether or not in-plant training would help them solve their labor problem.

Mr. Kelly of the Illinois Division of the United States Employment Service followed up this letter with a call on the Personnel Director and was informed that the company had never received the letter from General McSherry. Mr. Kelly read a copy of the letter to him and in reply to his question as to his reaction, the Personnel Director said:

1. Training-Within-Industry would not apply to them for there are no workers with the experience required for the type of work, and as a consequence they have been training their workers ever since they started production.

2. He said that he had spent the previous day with a representative of the local Training-Within-Industry Committee of the War Production Board.

3. He further stated that he was acting on orders from above in not using the Employment Service.

4. And, finally, he said that he expected to have a layoff of production workers within the next week.

B. Studebaker Corporation, South Bend, Indiana

General McSherry sent a similar letter as that sent to Sanderson and Porter to the Studebaker Corporation, and a representative of the Indiana Division of the United States Employment Service called on this contractor with negative results as to their using the Employment Service in the recruiting of labor.

C. Buick Motor Company, Melrose Park, Illinois

The Labor representative, Michael Hall, told the Committee that he had a report from the H. A. Fisher Company stating that their normal employment was 160 skilled and semi-skilled workers. This has now been cut down to 117 due to the fact that Buick and some other major companies have recruited their labor from them, and reduced their maximum capacity to produce to 65%. To date, they have been able to make their deliveries on time, but they may soon find themselves in a position where they will be unable to uphold their delivery schedules.

D. Rock Island Arsenal, Rock Island, Illinois

A letter was read from Brigadier General N. F. Ramsey of the Rock Island Arsenal relative to commercial firms recruiting highly skilled employees from the Arsenal and also other firms in the vicinity of Rock Island.

Considerable discussion followed the reading of these items and in answer to the question as to what would constitute "pirating", it was suggested that any firm which consistently indulges in recruiting practices without due regard to the needs of other war contractors is guilty of "pirating."

It was pointed out that at the present time the new War Manpower Commission was in the process of formulating policies governing labor, and the following motions were passed with regard to firms accused of disruptive hiring practices:

MOTION: That current information here on pirating of labor be referred to the new War Manpower Commission for consideration in their deliberations.

MOTION PASSED

MOTION: That the Acting Chairman be delegated to appoint a sub-committee of the Labor Supply Committee to study the various types of disruptive hiring practices existing in this region and their effect upon the production of war materials, and to present the results of this study to the Labor Supply Committee to the end that this Committee may forward the information to the War Manpower Commission with recommendations for the type of policy required in order to control the situation. ***

MOTION PASSED

E. Weiss Construction Company (One of contractors for Eau Claire Ordnance Plant)

A communication was read from the Labor Supply Officer in Region VIII in which he stated that two private employment agencies had inserted ads in the St. Paul papers, and individuals were hired for work at Eau Claire through these fee-charging agencies. The jobs offered were for accountants, engineers, and other office workers.

This complaint was referred to the Wisconsin Division of the United States Employment Service. Mr. Lippart informed the Committee that a representative of his Eau Claire office called on the Personnel Manager of this company and was informed that the company had advertised, but before doing so they had contacted the local office of the United States Employment Service and were informed that the office could not fill their orders from local files. Clearance was suggested, but the company could not wait and preferred to advertise. The company now has its nucleus set up and the Personnel Manager promised the Employment Service representative that they would not advertise for workers until they had allowed the Employment Service to clear throughout the State for men. Also, they will not hire any worker unless he has a release from his former employer.

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***Subsequent to the meeting, Mr. Brock appointed Miss Sara Southall, Major Lloyd W. Warfel, and Lt. Commander Twyman to serve with him as members of the sub-committee to consider cases of disruptive labor practices.

F, Letter from Mrs. Wilbur Graham, Racine, Wisconsin

Mrs. Graham's letter in which she charged that her husband's present employer, the Lakeside Malleable Castings Company, refused to release him to another defense employer, the Gorton Machine Company, was referred, prior to the meeting,to the Wisconsin Division of the USES. Mr. Lippart informed the Committee that a representative of his Racine office investigated this case and made the following report:

Mr. Graham told him that his position at Lakeside is as a laborer operating a hydraulic press and straightening castings. He was told by his employer that in view of his one year seniority right and the offer of job security after the war, he should stay with them. Meanwhile, Gorton has upgraded the man they hired in place of Mr. Graham. The Employment Service representative's inquiry at Lakeside revealed that this man was working in the shipping room doing unskilled work, rough grinding, etc. His employer stated he was a good worker and he was free to quit if he so wished, but they did not feel that they could give him a release.

From experience, the local office of the Employment Service knows that it is a local practice of members of the Racine Manufacturers Association to clear their new hires through the Manufacturers Association office, and if a man has left a particular employer for some reason not favorable to that previous employer, he probably would not be hired in any shop which is a member of the Manufacturers Association. They know these situations exist from testimony of men who have come into their office over a period of years, stating that they could not get employment in other shops, and then after having gone to the Manufacturers Association and telling them that they would do everything that employers would request them to do, etc., they would obtain work even the next day. Though the office has no conclusive factual evidence to substantiate this statement, they could only go by the testimony of these isolated cases.

G, Remington Rand, Illiopolis, Illinois

There are two war production plants which will be operated at Illiopolis, Illinois. Johnson and Johnson will operate one of the plants and Remington Rand the other. It is estimated that 38,000 workers will be needed on these projects. Johnson and Johnson has agreed to use the Employment Service in recruiting their workers, but Remington-Rand has informed the Employment Service that they will continue to receive applications from anywhere in the country because it is a matter of company policy.

This matter was discussed with Colonel Ralston, who obtained an agreement from them that they would no longer follow this policy. However, they are still taking applications promiscuously, and when Colonel Ralston was again contacted, he stated that he was not certain just what his position would be in the future as several changes in War Department personnel were being made.

Mr. Hepler added that the most alarming feature of the Remington Rand situation is that they are doing their best to influence other employers in the Illiopolis area not to use the Employment Service.

Major Warfel stated that Colonel Ralston's position had now been clarified, and requested that this matter again be brought to his attention.

IV. DISCRIMINATION AGAINST MINORITY GROUPS

A. Communications from Indiana USES

The following communications from J. Bradley Haight, Director of the Indiana Division of the United States Employment Service, relative to discrimination shown against minority groups in Indiana was read to the Committee: These are taken from reports submitted to the Indiana Administrative office by the local offices:

Logansport

The Logansport office reported on April 20 one case of discrimination occurring at the Logansport Machine Company, Inc. An order was received from this company for a mechanical draftsman on March 20, 1942. A field supervisor of the Employment Service informed the Logansport office that a colored applicant was available at Lafayette for work of this nature. The Personnel Manager at the Logansport Machine Company was informed about this applicant. Two days later the Personnel Manager called the Logansport office and informed them that he had decided they could not use the applicant due to the fact that if they did hire him and put him in the same department with the other draftsmen that the other draftsmen would resign.

MOTION: Moved that this matter be referred to Major Warfel and Austin Scott for investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

Muncie

The Muncie office reported on April 15 on the use of Negro women as inspectors of Naval Ordnance at the Durham Manufacturing Company. A representative of the Employment Service discussed this with Mr. G. C. Offord, resident inspector for the Muncie area and reported the following:

"I apprised Mr. Offord of our policies and instructions, to which he replied in substance that his department's policy was to follow the hiring practice of the employer in whose plant the inspectors are placed. He stated further that the matter had been discussed with Durham officials and he could not alter his decision so far as this plant is concerned. However, he will be able to use Negroes at Brodericks, for example, and stated he would consider their applications at the proper time. It is his opinion that he hired for a 'pool' of inspector personnel to be used whenever and wherever needed, and that he does not hire for inspection work in a particular plant.

"On that basis, I left him with the understanding that hereafter we would refer women with no consideration given to anything, but his exact specifications and that we could not accept orders of a discriminatory nature."

MOTION: Moved that this matter be referred to Austin Scott and Lt. Commander Twyman for investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

Muncie

On April 27, Mr. Worley of the Indiana USES made the following report:

"On April 21, 1942, Mr. O'Brien, Army Air Force Auditing Division, located at the Chevrolet plant in Muncie, called us for a calculating machine operator with a knowledge of stenography. He stated he would not wish to interview applicants without knowledge of their education and experience, and on being told there was no one person meeting all of his qualifications, he asked for the names and telephone numbers of the four best qualified persons having any experience. One of these applicants was named Veva Peters, and Mr. O'Brien immediately questioned the first name, asking whether or not she was a foreigner, as he did not wish to hire foreigners. On being told that, so far as we knew she was not a foreigner, he wanted to know if she was a Negro, stating that under no circumstances would he consider a Negro for employment. On checking with Mr. O'Brien a day later, he informed us that he gave no consideration to any of our applicants, but that he was considering a person not referred by this office."

MOTION: That this matter be referred to Major Warfel and Austin Scott for an investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

South Bend

On April 23 the South Bend office reported that the Bendix Products Division discriminated against a Negro applicant, David Evans. This applicant was referred to Bendix in response to an order for a draftsman. The South Bend office report stated:

"The reason given for not hiring him was that he had not had experience, although the terms of our orders do not state that he must have experience * * * It is our firm belief that the real reason for the failure of the Bendix Products Division to hire this applicant is the fact that he is a Negro."

MOTION: That this matter be referred to Major Warfel and Austin Scott for an investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

Marion

The following report is from the local office manager of the Marion, Indiana office:

> "Applicant, Luther J. Rhinehart, 425 West Tenth Street, Marion, Indiana, reported to us yesterday that he had been refused employment as a bricklayer on the construction project at Camp Atterbury at Columbus, Indiana, because of his color.
>
> "Mr. Rhinehart has been a bricklayer and bricklayer foreman for the last 35 years and is well qualified. He has worked on numerous other defense projects including the project at Charlestown and a federal housing project at Baltimore, Maryland.
>
> "He reports that he inquired through his local business agent about employment at Camp Atterbury and was told to report there. This he did on the morning of April 30, 1942. He reported to Mr. Arthur Bellas, business agent of the bricklayers' union on the project and was told flatly that he could not work on that job because of his color."

MOTION: That this matter be referred to Messrs. Scott and Hall for investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

B. Complaint from Morris Silverstein

A communication from Mr. Silverstein to the Chicago Herald-American was referred to the Committee. Mr. Silverstein reported that the Illinois agency referred him to the Brad Foot Gear Works to fill an open position and that at the plant he was informed that he could not be hired because he was Jewish.

MOTION: That this communication be referred to Miss Southall for investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

C. Communications from Illinois USES

1. Discriminatory Employer Job Specification, Illinois Bell Telephone Co. Sterling, Illinois

In addition to a birth certificate required to be employed by this firm is the specification that a marriage license five years old, two affidavits, or insurance papers are required. The employer was contacted with regard to this specification and he stated that other types of identifying data might be

acceptable in lieu of a birth certificate, but that Government regulations positively forbid any employee to have access to switchboards without having a birth certificate. It was further stated that it has been demanded of the company that they obtain birth certificates on all their employees even those who have been with them for as long as thirty-five years.

2. Stewart-Warner Corporation, Dixon, Illinois

In an order for workers given to the Employment Service, this employer has the specification that a birth certificate has to be produced by applicants as a condition of employment. A representative of the Illinois agency contacted them in an attempt to get them to relax this specification and to acquaint them with other types of identifying data that might be accepted in lieu of a birth certificate. In reply to this, the representative was informed that the company had no authority to relax this specification as it was imposed upon them by the Government.

MOTION: Moved that the above two cases of discriminatory specifications be referred to Mr. Thomas Wright for an investigation and report at the next meeting of the Labor Supply Committee.

MOTION PASSED

V. REPORTS

A. Farm Placement Representative

Mr. Erb reported that several weeks ago the Labor Supply Committee referred a problem to him and Thomas Wright for investigation relative to the Spanish-American workers who were brought into this area by the sugar beet growers forty-five to sixty days prior to their being needed. By the time the Mexican Council had been contacted, these workers had moved elsewhere. The Employment Service was able to locate a number of these workers around Holland and Lansing, Illinois, and placed most of them on truck farms.

Mr. Erb pointed out that in Texas, there is a Labor Commission which has secured acts through the Texas legislature which require that each company desiring to recruit workers in Texas would have to hire a labor agent in Texas and post a bond of $5,000. In addition, they must also pay $200-$300 in every county in which they desired to recruit workers. These agents charge the workers $2.00 for giving them a job, and also receive money from the company for obtaining these workers for them.

Mr. John J. Corson, Director of the United States Employment Service, is recommending to the Regional Office in Texas that they contact the Labor Commission in Texas relative to making some arrangement whereby they will not issue licenses to these labor agents, but will allow the employer to recruit through proper labor channels.

Mr. Erb added that during the past three months, the increase in operation in the construction of more war production plants and camps has taken considerable labor from the farms. It is causing much concern but to date has not become acute. It stems back to the utilization of the local labor supply.

In various towns there is a plentiful supply of labor, but no means of transporting them to farms where they could be employed. The big problem which is going to be the deciding factor in whether or not the crops will be planted and harvested this year is the transportation problem.

Since Mr. Erb's first report to the Committee, State committees composed of representatives of the U. S. Department of Agriculture War Board, the Employment Service, and various other interested agencies have met and drafted plans based on the outlines developed by Secretary of Agriculture Wickard, and John J. Corson, Director of the United States Employment Service.

B. Minority Groups

Mr. Scott reported that he expected very favorable developments in Milwaukee with regard to employing qualified Negro workers in the garment and textile industries, and these workers will be recruited from the Employment Service where the employer does not have a closed shop agreement.

In an effort to give qualified Negro workers an opportunity to obtain training in vocational classes, the Illinois Division of the United States Employment Service has issued a bulletin to its offices having a significant number of Negro registrants, to make efforts to have included in the vocational defense training program a representative number of qualified Negro trainees.

Mr. Scott added that since the hearings of the President's Committee on Fair Employment Practices in Chicago in January, the Buick Motor Company has increased its employment of Negro workers from four to five hundred percent. They now have two to three hundred workers employed in ten or fifteen different classifications - perhaps a quarter of them relating to their training or their skills.

C. Labor Representative

Mr. Hall referred to the Committee the case of the Merz Engineering Company of Indianapolis, Indiana, which is 100% on defense work. At the present time they employ 286 workers including office help, salesmen and inspectors, and they are working two shifts of 55 hours each. There is a very definite slow-down in the plant and as far as Mr. Hall had been able to ascertain, it is not on the part of labor. Labor is permitted to remain idle for hours and not have their wages docked for any of this idle time.

MOTION: That this matter be referred to Major Warfel for investigation and a report at the next meeting of the Labor Supply Committee.

MOTION PASSED

D. Defense Training

Mr. Widdowson reported that the survey mentioned in the minutes of the meeting of April 1 had now been completed, and all information relative to the capacity of training in the schools of the country is on file in Washington and will emanate from the central office. It is expected that all interested agencies will receive this information.

The vocational schools are finding it very difficult to fill their thirty hour training courses. It was Mr. Widdowson's contention and the Committee agreed with him that the authority to clear approval of fifteen hour classes should rest with the State without prior approval from the Washington authority. The members approved of Mr. Widdowson's statement that the need for increasing the number of fifteen hour training classes be left to the discretion of State officials.

Major Warfel called the Committee's attention to the fact that older workers should be trained in vocational defense classes to replace the younger men who will be inducted into the armed forces. After due consideration the Committee made the following motion:

MOTION: That the Employment Service in Region VI be encouraged and instructed to give due consideration to the fact that older workers and women should be referred to vocational training wherever it is found feasible for them to undergo that training with the thought of providing replacements for the younger men whose induction into the armed forces is imminent.

MOTION PASSED

E. Clearance Representative

Mr. Werch reported that it is becoming more difficult to find the kind of skills that clearance orders request. The Employment Service in Illinois has deleted from its advertising any reference to wages or hours, and has found that there has been no significant change in the response to these ads.

F. Labor Market Analyst

Recent reports secured from major manufacturing firms in this region reverting from civilian to war production indicated that neither conversion nor war production were being hampered to any considerable extent by labor shortages. In a few instances shortages of tool makers and highly skilled workers were reported as retarding production. The fact that there is as yet no general shortage of labor is in a large measure responsible for the continued resistance of employers to relaxing their hiring standards and to making the greatest possible use of their own employees. Many of the cases of "pirating" and refusal to hire through the Employment Service are due to the fact that employers and personnel managers are still operating and thinking in terms of a fairly easy labor market. They still have large files of applications and daily find hundreds of applicants at their gates. They have been told that serious labor shortages are impending but until the day arrives when they find no applicants at the gate they will not believe it. That time probably will not come until the end of this year or the early part of next when many large new plants will go into production at about the same time. In Chicago, according to present indications, approximately 200,000 additional workers will be needed by the middle of 1943; about 75,000 by the end of this year and 125,000 at the beginning of next year.

In order that the United States Employment Service, Selective Service, War Production Board, and all other Government agencies concerned with labor supply for the war effort may be forewarned of the location and extent of labor needs as they develop, the ES-270 Report of Employer Labor Needs has been revised and expanded. The new report is so designed that it will provide, in addition to a picture of employment trends in war industries, an indication of the extent to which women and Negroes are employed, and a description of in-plant labor supply techniques in operation or recommended as a means of meeting additional labor requirements.

On April 28 representatives of the National Housing Agency, the Office of Defense Health and Welfare Services and the United States Employment Services met with officials of the Todd-Brown Company at the Kingsbury Ordnance Plant to discuss the expected source of 8,000 to 10,000 additional workers to be hired at the plant, and to determine the extent to which present employees will require housing near the plant site when private auto transportation is no longer available. The conference demonstrated the need for close collaboration between the Office of Defense Transportation and the agencies responsible for providing adequate labor supply for war production. Estimates of potential labor supply beyond the immediate area of a plant are conditioned by plans for public transportation. It is therefore suggested that steps be taken to include a representative of the O.D.T. on the Labor Supply Committee.

(Attached hereto are analyses of (1) USES registrations in selected war production occupations, and (2) reports of referrals and placements of trainees.)

VI. OTHER BUSINESS

To members present were passed out copies of the Illinois State Federation of Labor Weekly News Letter which contained a letter written by Mr. Brock to Mr. Olander, Secretary-Treasurer of the Illinois Federation of Labor, relative to the role organized labor could assume in the field of labor supply. Copies of this news letter will be mailed members who were not present at the meeting and did not receive a copy.

Attached hereto is a copy of a letter from Mr. J. Hershell Campbell, of the Apprenticeship Training Division, submitting a list of the trades and individual companies in which his department has established on-the-job training programs in recent months.

Attached also are copies of motions passed by the Wisconsin State Labor Supply Committee which were approved by the members of the Sixth Regional Labor Supply Committee.

VII. NEXT MEETING

The next meeting of the Labor Supply Committee will be held on June 3, 1942, in the Regional Office of the Social Security Board, Chicago.

VIII. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 4:00 p.m.

U. S. DEPARTMENT OF LABOR

Division of Labor Standards

Washington

Federal Committee
on Apprenticeship

1210 Merchandise Mart
Chicago, Illinois
Phone: Whitehall 7100

May 12, 1942

Mr. Eugene Brock, Acting Regional Director
Sixth Regional Labor Supply Committee
105 West Adams Street
Chicago, Illinois

Dear Mr. Brock:

I have read with interest your letter to Mr. Victor Olander, published in the State Federation of Labor "Weekly News Letter."

I note that you did not mention the Apprenticeship Section, U. S.Department of Labor, in the brief summary of agencies cooperating with Labor Supply on training problems, and assume that this was an oversight on your part. The apprenticeship Section has been a definite part of the Labor Supply Committee since its inception. I will admit, however, that the Apprenticeship Section has not publicized its activities as much as it should.

For the information of the Sixth Regional Labor Supply Committee, I am submitting a list of the trades and individual companies in which our Department has established on-the-job training programs in recent months. I think a brief explanation of this list is necessary in order that your Committee may understand the coverage of these training programs.

For instance, the Chicago Machinists' program affects, to a certain extent, the training of every machinist and tool and die maker apprentice coming under the jurisdiction of District No. 8, International Association of Machinists. The Painters, Decorators and Paperhangers state-wide apprenticeship training program affects the training of every painter and decorator apprentice in the State of Illinois. Eighty percent of the pattern maker apprentices in the Chicago area and the apprentices in every plant of the Chicago Foundrymen's Association are under the standards of the Apprenticeship Section. In addition to the above, many private plants are training apprentices under the standards of our Division. In the last few months we have assisted in setting up in-plant training programs at a less than apprenticeship level in several of the larger plants in the Chicago area.

Mr. Eugene Brock May 12, 1942

We now have on our staff in the State of Illinois, nine field representatives who have had years of experience in in-plant training problems and who are working diligently to cooperate with industry in the war effort. We are ready at all times to cooperate with the Sixth Regional Labor Supply Committee on in-plant training problems, and any suggestions you may have will be welcome.

Very truly yours,

J. HERSCHEL CAMPBELL

J. Herschel Campbell
Senior Apprenticeship Field
Representative
U. S. Department of Labor

JAC:co
Enclosure

# ILLINOIS

| | |
|---|---|
| Iron Workers | Chicago |
| Machinists | Chicago |
| Metal Spinners | Chicago |
| Painters, Decorators, & Paperhangers | Champaign |
| Theo. Bercher | |
| Glynn W. White | |
| Chas. F. Williams Co. | |
| Painters, Decorators, & Paperhangers | Chicago |
| Painters, Decorators, & Paperhangers | Danville |
| Phil Garinger | |
| George H. Moffett | |
| Painters, Decorators, & Paperhangers | Peoria |
| Painters, Decorators, & Paperhangers | Springfield |
| Painters, Decorators, & Paperhangers | Urbana |
| E. B.Steffy | |
| C. E. Van Kotin | |
| Painters, Decorators, & Paperhangers | State-Wide |
| Plumbers & Steamfitters | DuPage County |
| Printers | Chicago |
| Printers | Danville |
| | |
| ABC Pattern & Foundry | Chicago |
| ABT Mfg. Corp. | Chicago |
| Accurate Pattern & Foundry Works | Chicago |
| Ace Pattern & Model Works | Chicago |
| Acme Pattern & Model Works | Chicago |
| Active Pattern & Model Works | Chicago |
| Alto Mfg. Co. | Chicago |
| Anderson Electric Co. | Danville |
| Arrow Pattern & Foundry Co. | Chicago |
| Artz Foundry | Chicago |
| Atlas Foundry Co. | Chicago |
| Austin Pattern Works | Chicago |
| Joseph H. Bauer - Jewelry Co. | Chicago |
| Berns Specialty Co. | Chicago |
| Brighton Foundry | Chicago |
| M. Brucher Foundry Co. | Chicago |
| Brunk Pattern Works | Chicago |
| Calumet Pattern Works | South Chicago |
| Chicago Heights Pattern & Model Works | Chicago Heights |
| Chicago Impression Die & Mfg. Co. | Chicago |
| Chicago Molded Products Corp. | Chicago |
| City Pattern Works | Chicago |
| Clarkson Mfg. Co. | Nashville |
| C. Doering & Son | Chicago |
| East Chicago Pattern Works | E. Chicago, Ind. |
| East Side Pattern Works | Chicago |
| Eberhardt & Wagner Foundry Co. | Chicago |

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|---|---|
| Electro-Motive Corp. | La Grange |
| Elizabeth St. Foundry | Chicago |
| Empire Pattern Works | Chicago |
| Excel Pattern & Foundry Co. | Chicago |
| Excelsior Die & Tool Works | Chicago |
| Fearon Foundry Co. | Chicago |
| Ferguson & Lang | Chicago |
| Food Machinery Corp., Sprague-Sells | Hoopeston |
| Francis Nygren Foundry Co. | Chicago |
| General Machine & Tool Co. | Chicago |
| Glidden Co. | Chicago |
| Edwin J. Guthman & Co. | Chicago |
| Haberkamp Grass Machine Works | Chicago |
| Hagstrom & Anderson | Chicago |
| Hammond Pattern Works | Hammond, Ind. |
| Hansell-Elcock Co. | Chicago |
| Hanson Foundry | Chicago |
| Heckman Bldg. Products | Chicago |
| Oscar W. Hedstrom Corp. | Chicago |
| Howard Foundry Wood Shop | Chicago |
| Illinois Malleable Iron Co. | Chicago |
| Imperial Die Casting Co. | Chicago |
| Industrial Pattern Works | Chicago |
| International Tool & Eng. Co. | Chicago |
| Interstate Tool Co., Inc. | Chicago |
| J. & J. Tool & Machine Co. | Chicago |
| Jefferson Electric Co. | Bellwood |
| Albert J. John Mfg. Co. | Cicero |
| K & F Machine & Tool Co. | Chicago |
| Kellerman Pattern Works | Chicago |
| Kennedy Pattern Works | Chicago |
| J. Koven Printing Co. | Chicago |
| R. Krasberg & Sons Mfg. Co. | Chicago |
| Kux-Lohner Machine Co. | Chicago |
| Lang Pattern Works | Chicago |
| Felix Lange | Chicago |
| E. C. Leverenz | Danville |
| Liner Machine & Tool Works | Chicago |
| Liquid Carbonic Corp. | Hinsdale |
| Manufacturer's Brass Foundry | Chicago |
| Metal Specialties Mfg. Co. | Chicago |
| Mid-City Foundry Co. | Chicago |
| Middleby-Marshall Oven Co. | Chicago |
| Midwest Machine Co. | Chicago |
| Midwest Mfg. Co. | Galesburg |
| Midwestern Tool Co. | Chicago |
| Milles Foundry Co. | Chicago |
| National Bearing Metals Corp. | Chicago |
| National Machine Works | Chicago |
| New Lake Shore Pattern Works | Chicago |
| H. F. Newstedt | Rockford |

| | |
|---|---|
| Nichol-Straight Foundry | Chicago |
| Noonan & Malmstrom Foundry Co. | Chicago |
| John Oster Co. | Genoa |
| Permoflux Corp. | Chicago |
| Pettibone-Mulliken Corp. | Chicago |
| Phoenix Tool & Mfg. Co. | Chicago |
| Pioneer G E Motor Co. | Chicago |
| Premier Tool Works | Chicago |
| Punch-Lok Co. | Chicago |
| Quality Pattern & Model Co. | Chicago |
| Radiant Tool & Die Corp. | Chicago |
| Ralco Mfg. Co. | Chicago |
| A. P. Read Co. | Chicago |
| Reichel & Drews | Chicago |
| Reliance Pattern Works | Chicago |
| Right Electric Service | Danville |
| John Rissman & Sons | Chicago |
| Royal Metal Spinning Co. | Chicago |
| J. F. Schuler Co. | Chicago |
| Rockford Industries, Inc. | Rockford |
| Rockford Plumbing Shop | Rockford |
| Semi-Steel Test Foundry Co. | Chicago |
| Service Tool & Die Mfg. Co. | Chicago |
| Sheffield Foundry Co. | Chicago |
| Soreng-Manegold Co. | Chicago |
| Standard Pattern Works | Chicago |
| State Mfg. & Eng. Co. | Chicago |
| Sundstrom Die & Tool Co. | Chicago |
| Superior Tool & Stamping Co. | Chicago |
| Robert Tarrant Mfg. Co. | Chicago |
| J. P. Templeman Co. | Chicago |
| Timing Gears Corp. | Chicago |
| J. J. Tourek Mfg. Co. | Cicero |
| Universal Castings Corp. | Chicago |
| Universal Form Clamp Co. | Chicago |
| Utah Radio Products Co. | Chicago |
| Vulcan Iron Works | Cairo |
| Henry T. Warner Co. | Chicago |
| Weaver International, Inc. | Chicago |
| Webster-Chicago Corp. | Chicago |
| Weiland Tool & Die Co. | Chicago |
| Weydell-Nobach Co. | Chicago |
| Wittek Mfg. Co. | Chicago |

RESOLUTION
of
WISCONSIN LABOR SUPPLY COMMITTEE

BE IT RESOLVED, that

In order to accelerate to the maximum the production of war materials, equipment, and supplies in the State of Wisconsin, it is the recommendation of this committee that qualified workers not actually engaged in war production work, and who are willing to leave their jobs, shall be considered as being available for referral to job openings with employers engaged in war production.

BE IT FURTHER RESOLVED, that

Any action that may be taken by the United States Employment Service in the State of Wisconsin in the carrying out of this policy of transferring workers from non-potential war industries to jobs essential to the war effort, meets with the wholehearted approval of this committee.

WISCONSIN LABOR SUPPLY COMMITTEE

HARRY LIPPART
Chairman

Unanimously carried,
April 30, 1942, at
Madison, Wisconsin

LUELLA CUSTER
Secretary

APPROVED: May 13, 1942
SIXTH REGIONAL LABOR SUPPLY COMMITTEE

BY EUGENE J. BROCK
EUGENE J. BROCK - ACTING CHAIRMAN

RESOLUTION
of
WISCONSIN LABOR SUPPLY COMMITTEE

WHEREAS, The Pioneer Engineering Company of Detroit, Michigan, has requested, through the Sixth Regional Office of the Bureau of Employment Security, that an advertisement be run in Milwaukee, Wisconsin, newspapers for the following personnel: Tool designers, process engineers, and checkers, at pay rates of up to $2.25 per hour, plus time and one-half for overtime, based on a 40-hour week, with the present working week of 70 hours, and

WHEREAS, Such rates of pay for personnel of this type are at least 25 percent higher than the rates prevailing in the Milwaukee area, which rates will encourage personnel of these types to quit their jobs in Milwaukee to go to Detroit, and

WHEREAS, Milwaukee war production employers now need all the tool designers, process engineers and checkers they can obtain, and

WHEREAS, Wisconsin war production employers are being asked by the Labor Supply Committee of this state to refrain from advertising outside the state for personnel,

NOW THEREFORE BE IT RESOLVED, that,

Such advertising as that requested by the Pioneer Engineering Company be discouraged by the Sixth Regional Office of the Bureau of Employment Security since it seriously disrupts the labor market in Wisconsin and thus hampers Wisconsin's contribution to the war effort, and

BE IT FURTHER RESOLVED, that

This matter be brought to the attention of the Fifth Regional Office of the Bureau of Employment Security and the Labor Supply Committee for the State of Michigan, with the request that steps be taken to prevent any manufacturer from engaging in similar disruptive labor recruiting practices.

Wisconsin Labor Supply Committee

HARRY LIPPART
Chairman

Unanimously carried,
April 30, 1942, at
Madison, Wisconsin

APPROVED: May 13, 1942
SIXTH REGIONAL LABOR SUPPLY COMMITTEE

LUELLA CUSTER
Secretary

BY EUGENE J. BROCK
EUGENE J. BROCK - Acting Chairman

Monthly Report of Referrals to Defense
Training, and Placements and Other Employment of Trainees
Region VI
(ES-272 - March 1942)

Summary:

During March, 3,655 trainees were reported as having obtained employment in Region VI; representing an increase of approximately 850 over the number reported for February. Of the trainees who secured jobs, 2,209 were known to have been utilizing their war production training. The United States Employment Service offices placed 758 of the trainees, while 2,897 trainees were reported as having obtained positions through other means. Accepted referrals of trainees by the United States Employment Service to pre-employment and refresher courses totaled 3,873, while an additional 570 trainees were placed on youth work projects.

A total of 75 Negroes obtained employment; the USES placed 20 while the remainder secured positions through other sources. Of the 75 who obtained employment, only 16 secured work utilizing their war production training. Negroes accepted in pre-employment and refresher courses numbered 129; 6 were placed on youth work projects.

ILLINOIS:

During March, 211 trainees were placed in jobs by the Illinois division of the USES, while 1,083 trainees secured work through other means. Of these trainees 694 obtained work which utilized their defense training, 449 obtained jobs outside their training, and the remaining 151 secured jobs on which the utilization of training was unknown. A total of 1,722 referrals were accepted in pre-employment and refresher courses, and 92 placements were made on youth work projects.

INDIANA:

The Indiana USES reported that of the 256 trainees placed by the Employment Service in various occupations, 166 secured jobs which were in line with their defense training. In addition, 539 trainees secured jobs on their own or through other agencies, and of this number 252 utilized, on their new jobs, the training they received. Accepted referrals by the USES to pre-employment and refresher courses increased from the previous month's total of 737 to 1,722, while the placements by USES on youth work projects numbered 92.

WISCONSIN:

Two hundred and two of the 291 trainees placed by the Wisconsin USES and 75 of the 1,275 trainees who secured jobs by other means were able to put to use the experience they had gained by taking defense training courses. The USES also referred 1,107 persons who were accepted in pre-employment and refresher courses, and made 264 placements on youth work projects.

Bureau of Employment Security
Region VI
May 12, 1942

TABLE I. SUMMARY OF TRAINEE EMPLOYMENT REPORTED AND REFERRALS TO DEFENSE TRAINING REGION VI

March and February 1942

| | Region VI | | Illinois | | Indiana | | Wisconsin | |
|---|---|---|---|---|---|---|---|---|
| | March | February | March | February | March | February | March | February |
| Total Trainee Employment Reported | 3,655 | 2,819 | 1,294 | 858 | 795 | 725 | 1,566 | 1,236 |
| Total trainee placements made by United States Employment Service | 758 | 533 | 211 | 162 | 256 | 176 | 291 | 195 |
| In jobs utilizing training | 459 | 331 | 91 | 67 | 166 | 114 | 202 | 150 |
| In jobs not utilizing training | 299 | 202 | 120 | 95 | 90 | 62 | 89 | 45 |
| Trainee employment reported by cooperating agencies | 2,897 | 2,286 | 1,083 | 696 | 539 | 549 | 1,275 | 1,041 |
| In jobs utilizing training | 1,570 | 1,336 | 603 | 417 | 252 | 387 | 715 | 532 |
| In jobs not utilizing training | 878 | 598 | 329 | 168 | 137 | 85 | 412 | 345 |
| Utilization of training unknown | 449 | 352 | 151 | 111 | 150 | 77 | 148 | 164 |
| Referrals by USES to Preemployment and Refresher Courses | 3,873 | 3,080 | 1,044 | 1,141 | 1,722 | 737 | 1,107 | 1,202 |
| Placements by USES on Youth Work Defense Projects | 570 | 486 | 114 | 102 | 92 | 59 | 264 | 325 |

TABLE II. UTILIZATION OF TRAINING IN EMPLOYMENT OF TRAINEES
REGION VI
September 1941 - March 1942

| | Percent of all trainees who obtained employment - in jobs utilizing the training they had received.* | | | | Percent of trainee placements made by the United States Employment Service - in jobs utilizing the training they had received. | | | |
|---|---|---|---|---|---|---|---|---|
| 1941 | Region VI | Illinois | Indiana | Wisconsin | Region VI | Illinois | Indiana | Wisconsin |
| September | - | - | - | - | 52.1 | 39.4 | 52.8 | 57.1 |
| October | - | - | - | - | 72.7 | 78.3 | 63.2 | 73.8 |
| November | - | - | - | - | 59.6 | 44.3 | 56.5 | 79.5 |
| December | 58.6 | 55.0 | 70.9 | 56.2 | 60.8 | 48.9 | 69.1 | 64.7 |
| 1942 | | | | | | | | |
| January | 58.1 | 47.3 | 71.8 | 65.8 | 62.4 | 49.5 | 71.5 | 72.4 |
| February | 67.6 | 64.8 | 77.3 | 63.6 | 62.1 | 41.4 | 64.8 | 76.9 |
| March | 63.3 | 60.7 | 64.8 | 64.7 | 60.5 | 43.1 | 64.8 | 69.4 |

*Excluding cases in which job utilization was unknown

# ACTIVE FILE REGISTRATIONS IN SELECTED WAR PRODUCTION OCCUPATIONS REGION VI
# APRIL 1942

SUMMARY:

Once each month the USES takes an inventory of the registrations in 625 occupations selected as essential to the nation's war production efforts. The 69,512 registrations of fully qualified and available workers in the active files of the USES offices in Region VI on April 17 represented a slight increase over the total reported for March. Supplementary registrations of partially qualified workers totaled 27,219 and consisted of 18,422 workers who were referable, 8,169 who were receiving training and 5,628 not receiving training.

In the past two months, with few exceptions, fluctuations in the number of registrations by occupation have been slight. In only one occupational category was there a considerable change from the previous month. There were 50 percent fewer fully qualified registrants in April than there were in March in the semi-skilled automobile manufacturing occupations. There were slight increases in the number of registrations of skilled automobile mechanics and semi-skilled metal fabricators, and a slight decrease in the number of registered carpenters.

ILLINOIS:

The Illinois USES offices on April 17 reported a total of 36,548 fully qualified workers registered as available in the selected war production occupations. An additional 8,774 workers were registered as partially qualified and available, of whom 5,113 were referable, 2,106 were receiving training, and 1,555 not receiving training.

Registrations of machinists and die makers decreased about 10 percent, while all the remaining selected groupings showed increases varying from 3 percent to 10 percent.

INDIANA:

As of April 18, the Indiana USES offices reported 22,719 workers fully qualified and available in the selected war occupations. Additional workers totaling 12,505 were registered as partially qualified and available, and of this number 6,512 were referable, 2,736 were receiving training, and 3,257 were not receiving training.

Registrations in the automobile manufacturing group decreased about 3 percent, in contrast with all the remaining selected groupings which showed increases in registrations varying from 5 percent in the number of carpenters to 22 percent in the number of semi-skilled machine operators.

WISCONSIN:

Wisconsin USES offices on April 17 reported a total of 10,335 workers as fully qualified and available in selected war occupations, a 23 percent decrease from March registrations. Supplementary registrations of partially qualified and available workers numbered 5,940, of whom 1,797 were referable,

3,327 were receiving training, and 816 not receiving training.

Decreases were reported in all selected groupings. An inventory decrease of from 2,073 to 420 registrations in the semi-skilled automobile manufacturing indicated that workers who were until recently employed in that industry are now finding jobs with little difficulty.

SUMMARY OF UNITED STATES EMPLOYMENT SERVICE REGISTRATIONS
IN SELECTED WAR PRODUCTION OCCUPATIONS
REGION VI

| | Total registration of available workers | Primary registration of workers fully qualified and available | Supplementary Registrations of Workers | | | |
|---|---|---|---|---|---|---|
| | | | Fully qualified & available | Partially qualified & available | | |
| | | | | Referable | Receiving training | Not receiving training |
| Region VI | | | | | | |
| January 16 | 75,324 | 40,781 | 16,866 | 8,967 | 4,560 | 4,150 |
| February 13 | 93,697 | 51,850 | 20,442 | 10,845 | 5,997 | 4,563 |
| March 13 | 91,582 | 47,844 | 19,710 | 11,528 | 7,484 | 5,016 |
| April 17 | | | | | | |
| Region VI | 96,731 | 49,225 | 20,287 | 13,422 | 8,169 | 5,628 |
| Illinois | 45,232 | 24,687 | 11,771 | 5,113 | 2,106 | 1,555 |
| Indiana | 35,224 | 16,558 | 6,161 | 6,512 | 2,736 | 3,257 |
| Wisconsin | 16,275 | 7,980 | 2,355 | 1,797 | 3,327 | 816 |

Bureau of Employment Security
Region VI
May 12, 1942

Miss Anderson

IN REPLY REFER TO

FEDERAL SECURITY AGENCY

FILE NO.

# SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
June 17, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on June 10, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

JUN 22 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

JUNE 10, 1942

The twentieth meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. in the Regional Office of the Social Security Board, Chicago. The following members and alternates were present:

Eugene J. Brock, Regional Representative, United States Employment Service - ACTING CHAIRMAN
Harold T. Widdowson, U. S. Office of Education
Sara Southall, Minority Groups
A. G. Anderson (alternate), National Resources Planning Board
C. L. Utterback, Apprenticeship Training
J. H. Campbell (alternate), Apprenticeship Training
H. E. Atchison, Liaison Officer, Contracts Distribution Division and Chicago Ordnance District
Austin H. Scott, Field Representative, Negro Employment and Training
Major Lloyd W. Warfel, C. E., Liaison Officer, Headquarters, Services of Supply
Gladwin E. Young, U. S. Department of Agriculture
Mrs. Agnes O'Connor, Women and Children's Bureau
Michael Hall, Labor Representative
John J. Lamb (alternate), Training-Within-Industry

Others in attendance were:

John B. Foster, NYA
William Bachrach, ESMDT Training
H. L. McCarthy, Regional Director, Social Security Board
C. J. Russell, Informational Representative, Social Security Board
Harry T. Gormley, Chicago Manager, Office of Defense Transportation
Frank Purse, District Director, Interstate Commerce Commission
C. O. Wilding, St. Louis Ordnance District
Major Howard Wade, C. E., Liaison Officer, Headquarters, Services of Supply, Indianapolis, Indiana
Lt. S. S. Springer, Selective Service Headquarters, Indianapolis
Robert Garrigan, Defense Health and Welfare Services
Gordon Howard, Office of Defense Housing
Thomas Wright, Minority Groups
C. W. Hepler, Director for Illinois, United States Employment Service
J. B. Haight, Director for Indiana, United States Employment Service
Harry Lippart, Director for Wisconsin, United States Employment Service
E. H. Schmitt, Civilian Training and Labor Supply Administrator, War Department, Kankakee Ordnance Works
J. B. Kinser, Personnel Manager, DuPont Company, Kankakee Ordnance Works
Mrs. Ruth Berman, Labor Market Analyst
Walter Erb, Farm Placement Representative, United States Employment Service

I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on May 13, 1942 they were approved as submitted.

II. TRANSPORTATION

The Chairman introduced Messrs. Gormley, Purse and Howard to the members of the Committee and explained that the representatives had been invited to attend the meeting of the Committee in order that they may have an opportunity to familiarize themselves with the labor supply problem in this region. The Chairman explained that since the imposition of priorities on rubber and the impending rationing of gasoline will have a direct bearing on the question of local labor supply in respect to the means of transportation for such workers from their homes to the job, and this, in turn, would affect the question of housing where transportation was inadequate or not available, the whole problem of available local labor supply must be considered in the light of the changed condition. This means that in determining local labor market areas, the problem of transportation and housing takes on a new significance in dealing with the immediate question of staffing new or established war industries.

Messrs. Gormley, Purse and Howard responded and explained to the Committee their official functions as well as their appreciation for the opportunity to participate in the Committee's deliberations on any problems which affected their respective agencies, and they pledged full cooperation with the Committee by keeping a liaison through the Regional Labor Market Analyst.

III. LABOR SUPPLY ACTIVITIES IN REGION VI

(a) ILLINOIS - Chester W. Hepler

Mr. Hepler informed the Committee that in general the activities of the Illinois agency continues at an ever-increasing tempo. There were 28,890 placements made in industry during May, 4,600 of which were agricultural workers.

With the exception of two areas in Southern Illinois which perhaps will be remedied by the discontinuance of WPA projects and the recruiting of school people, the farm placement problem is well under control.

The same stringencies in skilled occupations still exist, and will be increased with the addition of new plants in the Chicago area. By July 1, the training for women in Chicago will be expanded. Eventually all training facilities in Chicago will have to be operated on a twenty-four hours a day, seven days a week basis.

Newspaper accounts of the freezing of labor by the War Manpower Commission have created a great deal of confusion and misunderstanding by employers and labor in Illinois, and the Directors of the United States Employment Service in Indiana and Wisconsin concurred in Mr. Hepler's statement. All are anxiously awaiting directives with respect to the operation of the War Manpower Commission.

(b) INDIANA - J. Bradley Haight

Mr. Haight stated that claims in Indiana are now at their lowest level since conversion of plants from non-essential items to war production began.

Within the next few months, there will be a demand of 200,000 workers, of which 90,000 can be obtained from the available supply of all types of labor.

(c) WISCONSIN - Harry Lippart

Mr. Lippart stated that the applications in the active files in Wisconsin have been constantly decreasing, especially with respect to male applicants. During the month of May, 14,000 placements were made. The labor supply throughc the State is tightening up. In certain parts, however, there are still layoffs.

During the next six months, employers report they will need 82,000 more workers. These figures do not include construction workers. Several large construction projects are under way, and it is expected that within the next two or three months, 40,000 to 45,000 additional workers will be needed.

The farm labor problem in Wisconsin is a prominent one, and Mr. Lippart felt that the State USES could handle it.

IV. UNFINISHED BUSINESS

(a) Merz Engineering Company

Mr. Hall reported that the matter referred to the Labor Supply Committee at its meeting on May 13 regarding this company was settled, and the relationship between union and management seems to have been stabilized.

(b) Army Air Force Auditing Division, Chevrolet Plant, Muncie, Indiana

Mr. Austin Scott reported that he contacted this firm and discussed with Mr. O'Brien his reported statement that he did not wish to hire foreigners, and under no circumstances would he consider a Negro for employment. Mr. O'Brien is not in charge of personnel, but had been given permission to hire a Junior Calculating Machine Operator with a knowledge of shorthand for his department. Mr. O'Brien's statement to Mr. Scott regarding the incident ranged from a denial to an admission that he had made the remark. Since Mr. O'Brien's appointing authority was limited to the one which he had made, and since he has agreed to make all future appointments which may be required of him without discriminatio it was Mr. Scott's recommendation that the case be closed.

(c) Logansport Machine Company

Mr. Scott stated that the Employment Service referred a Negro draftsman who was educated for the trade, but who had no employment experience. It had been stated that if this company had hired him, other draftsmen in the department would resign. In a telephone conversation with the Employment Manager, it was revealed that the company has no Negro employees. However, he agreed he would interview this Negro applicant and consider his qualifications, and he further stated that the company would not refuse to employ any qualified Negro worker on consideration of race. It was Mr. Scott's recommendation that the ca be closed.

(d) Complaint of Morris Silverstein

Miss Southall stated that this man had made the same complaint to practically every newspaper and Jewish organization in Chicago, namely, that the Brad Foote Gear Works refused to hire him because he was Jewish.

Miss Southall contacted the Bureau of Jewish Employment Practices and Mr, Barron of that agency had investigated the case. He stated that the management of this concern upon hearing of this complaint had called in the man who interviewed Mr. Silverstein, and gave him instructions on how to handle applicants, as he had been nasty to Mr. Silverstein. It was Miss Southall's contentio that the company does not practice a discrimination policy and this case should be closed.

(f) Stewart-Warner Corporation, Dixon, Illinois

Reported in the minutes of the meeting held on May 13 is the complaint that applicants seeking employment with this firm must produce a birth certificat

Mr. Thomas Wright stated that he contacted Mr. R. W. Mather., the Employment and Industrial Relations Director for this firm, and was told that at the present time only supervisory personnel was being hired, and the company felt they could not relax the most strict requirement of proof of citizenship in such hiring as the plant at Dixon will be a shell-loading plant.

Mr. Mather further added that he was familiar with the other identifying data acceptable to the War Department in lieu of a birth certificate, and these modifications would be in force during the period production workers would be hired.

(g) Illinois Bell Telephone Company, Sterling, Illinois

Mr. Wright contacted Mr. Hall, Personnel Supervisor of the Illinois Bell Telephone Company, regarding the Dixon office's requirement that all employees have birth certificates. Mr. Hall explained that on April 16, the company had notified all sections of management that the policy had been established of requiring all present and new employees to furnish birth certificates or other evidence of citizenship immediately. On May 25, a second letter had gone to management on the detail of handling of procedure regarding this policy, and on June 1, a bulletin had been prepared giving the types of evidence which would be acceptable to the company in lieu of a birth certificate. Mr. Hall felt that sufficient time had not elapsed for full explanation of this procedure to get down to the local office and officers in Sterling.

VI, NEW BUSINESS

(a) Complaints of Piracy of Labor

Four cases relating to pirating on the part of various concerns were called to the Committee's attention. After some discussion it was the consensus of the group that this problem of pirating cannot be solved by dealing with individual cases scattered over three States, and since the Manpower Commission is engaged in formulating nation-wide policies dealing with this as well as othe related questions of labor supply, these complaints were referred to the sub-committee appointed at a previous meeting for such action as they may deem advisable. A sub-committee meeting will be held on call of the Chairman.

(b) Restrictions Applying to Employment of Colored Workers at Pearl Harbor

One of the local office managers of the Illinois USES has referred to his administrative office the complaint that his office is unable to refer colored common laborers for employment at Pearl Harbor because the Civil Service Commission requires a birth certificate, which these Negroes are unable to produce.

MOTION: Moved that the Committee refer the report to Mr. Scott for such action as appropriate and a report at the next meeting.

MOTION PASSED

(c) Referral of Persons Subject to the Draft

The Illinois Division of the USES has been referring workers to the Electro-Motive Corporation at LaGrange, Illinois, but this firm has informed them that they will not hire applicants if they are "draft eligible."

MOTION: Moved that this matter be referred to Major Warfel.

MOTION PASSED

VII. READING OF COMMUNICATIONS

(a) Letter from W. L. Mitchell, Associate Director, USES

Mr. Mitchell called the Committee's attention to the item in the minutes of the May 13 meeting regarding the necessity of prior Washington approval of fifteen hour training courses.

The procedure for securing approval of courses less than thirty hours is dependent upon the recommendation of the Employment Service, that such actio is necessary and required the approval of the State Director of Vocational Education for Defense Workers, and also the National Director.

(b) Unused Shipbuilding Facilities

The Labor Market Analyst informed the Committee that at a time when ship building facilities are supposedly being used to their fullest extent, the Chicago Labor Market report for May indicates that the American Shipbuilding Company, located at 101st Street and the Calumet River, Chicago, has laid off 225 of its 300 employees as a result of seasonal slack in the company's work.

MOTION: Moved that this matter be referred to the National Labor Supply Committee.

MOTION PASSED

(c) Appeal to Patriotism to Promote Full Use of Maximum Skills in War Production — Recommendation of Indiana State Labor Supply Committee

The full use of maximum skills in war production was discussed by the

Labor Supply Committee of Indiana at its regular meeting on May 11. Two conclusions were reached:

1. Methods developed by the Employment Service and Selective Service to search out maximum skills and distribute them in accordance with production demands will be only partially successful.

2. There are two principle deterrents:

   a. The selfish interest of employers who in order to protect future expanded production schedules will conceal these skills on jobs of lesser importance and resist attempts to remove them.

   b. The selfish interest on the part of the workmen who because of family ties, property interests, protection of seniority and personal preference will either conceal a maximum skill or resist attempts to move them to a position more advantageous to production.

The Committee recommends that the full use of maximum skills in war production be made an issue paramount to the recruitment of men for the armed forces and the sale of war bonds; that the methods used to create the patriotic appeal of the armed forces and the purchase of war bonds be used to create a similar response in each man to want to make full use of his maximum skill. The radio featuring national figures and human interest elements, news stories, addresses, window stickers similar to those issued to bond purchasers, individual citations or insignia for those using their highest skill, and other devices could be incorporated in the campaign.

MOTION: Moved that the Sixth Regional Labor Supply Committee approves and endorses the recommendation of the Indiana State Labor Supply Committee.

MOTION PASSED

(d) Request from the Chicago Board of Education

For several years now the Chicago schools have had a working relationship with the Illinois USES which guarantees for the Service a great deal of valuable information regarding each student leaving school contemplating employment. The clerical work involved has been carried on through a small WPA project of approximately 40 girls who have been working with the school counselors in accumulating the kinds of data needed for good employment service.

In order to continue this project, the WPA requires a form signed by a member of the Labor Supply Committee. Mr. Hepler of the Illinois United States Employment Service informed the Committee that this project was well worth continuing.

MOTION: Moved that the request of the Chicago Board of Education to sponsor the continuance of the school project in Chicago be approved.

MOTION PASSED

(e) Request from the Illinois Manufacturers' Association

In response to this organization's request to the Illinois Division of the United States Employment Service for an expression of opinion as to the policies of the Regional Labor Supply Committee, Mr. Brock stated that the guiding policy for the Regional Committee is that of the National Labor Supply Committee, namely, to establish an orderly and stable labor market eliminating unnecessary and costly competition on the part of employers seeking scarce pivotal skills; the full utilization of the local labor supply; and the maximum use of every worker's skill in behalf of the nation's war effort.

It is the further policy of the National Labor Supply Committee to invite and to urge the cooperation of every war contractor to make full use of the various facilities offered by the Federal Government through the Regional Labor Supply Committee and its member agencies, such as the United States Employment Service, which will give preferential service to war industries in the recruiting and referring of workers required by the employer, the use of Training-Within-Industry panels, which will aid industry in establishing plant training programs; and making available the trainees of NYA Training Centers and local vocational schools.

The full utilization of the local labor supply calls for the employment of persons without discrimination as to race, religion, or national origin by making full use of every available qualified worker within the local labor market area wherein he resides. Such policy will eliminate or greatly reduce the need for in-migration of additional workers and the creation of serious community problems and the expansion of community services.

While every effort is being made to reduce or eliminate needless migratio the Committee is not unmindful of the fact that some transfer of workers, particularly in the scarce pivotal classifications, is unavoidable and necessary and, therefore, the Labor Supply Committee, through the agency of the United States Employment Service maintains a nation-wide clearance system which enables local war industries to fill their needs by drawing upon adjacent labor market areas in an ever-widening circle which takes in the entire national labor market However, the United States Employment Service in recruiting workers for "outside" employers screens all applicants in such a way as to prevent the ciphoning off of too many workers from any one plant, or referring workers presently employed in local war industries, whose work is equally or more important to the war effort than the work of the "outside" employer. Furthermore, every effort and care is taken to scrutinize such clearance orders to determine whether alternate possibilities by the "outside" employer had been exhausted.

The efforts of the Regional Labor Supply Committee in the application of its policies to establish a stable and orderly labor market is adversely affecte by the failure on the part of numerous and important war industries to operate through the facilities of the Federal Government's labor supply machinery. These concerns insist on employing their own labor scouts, who travel from one industrial center to another inserting prominent and lurid advertisements for workers in the scarce pivotal occupations. The net result of this practice is to cause disruption of production in plants engaged on equally important and urgently needed war materials.

Complete success in stabilizing the labor market is contingent upon all war industries adopting uniform practices in the recruitment of additional workers which will provide for their needs and at the same time safeguard the needs and interests of other war industries. This means the establishment of controls. Whether such controls can continue on a voluntary basis will in all probability be determined by the degree of cooperation which war industries will extend to each other and the Federal Government's labor supply machinery.

VIII. REPORTS

(a) Labor Market Analyst

Mrs. Berman reported that in LaCrosse, Wisconsin, there were many layoff as a result of curtailment of civilian production. LaCrosse was designated a "distressed" area, but they do not seem to have received enough contracts as a result of this to take care of the labor they have on hand. The LaCrosse Rubber Mills Company laid off practically all of its employees and expects to rehire only 300 when production is resumed. There is a branch of the Allis-Chalmers Company in LaCrosse. This company has a great deal of defense work, but the plant in LaCrosse is working on civilian production and expects no increase in staff.

Statements have been made that there is going to be an acute labor shortage in Chicago by next year. Generalized statements of that sort are unnecessarily alarming. There were 87,000 people employed in the finance industry and over 60,000 in the construction industry in the area in 1940, and these industries are going to curtail very sharply. In addition, hundreds will be laid off by the printing industry and in retail trade. It is necessary to take all these things into consideration before making statements to the effect that there is going to be an acute shortage and that thousands of laborers will have to be brought into the city. Shortages of highly skilled workers will continue, but the essential industries will not suffer from a general shortage of manpower and womanpower provided workers are employed on the basis of their ability to perform. There will be a large supply of labor not usually in the labor market, and because there simply will not be any materials for some of th so-called essential items, thousands of industrial workers will shift to war jobs.

Indiana has passed its peak of conversion and is on the way to complete re-employment. Illinois is just starting over the hump. In the Calumet area, there is going to be a need for many thousands of additional workers. This is already a very tight housing and labor market.

Data compiled regarding the results of the ES-270 survey will be provided the members of the Committee within the next week or two.

(b) Farm Placement Representative

Mr. Erb stated that as previously reported to the Labor Supply Committee the Spanish-American representatives in Chicago, over the signature of the Mexican Council, addressed a communication to the Labor Supply Committee. Mr. Wright and Mr. Erb investigated the situation, and it was found that after all the stranded Mexicans had been accounted for so far as it was possible to d so in cooperation with the Mexican Council, two of the Great Lakes sugar beet

corporations contacted the Employment Service indicating that they did not have enough labor to meet the requirements of their acreage for this year, and requesting the Employment Service to assist them in recruiting the necessary labor to supplement that which they then had. The Employment Service went to considerable effort to find other types of workers which would be satisfactory after it was determined, through channels of clearance, that there was no more Mexican labor available from the Southwest, which is the normal area of supply. In its place, the Employment Service was able to recruit some sixty or seventy single white workers in the Chicago area, and to make tentative arrangements for 200 hill families in Kentucky to be interviewed for the purpose of taking this kind of work. After all of this, the sugar beet corporations' field men came back to Chicago and stated that because of weather and other reasons, they were unable to use them. Yet, at the same time, their field men went out in Chicago and, it is understood, picked up some 100 Mexicans that the Council and other Mexican agencies knew nothing about.

In spite of this, however, it was Mr. Erb's contention that the sugar beet companies have come to recognize that they can save a lot of time and money by using the Employment Service in their effort to contact sugar beet workers, and also that, in the coming seasons, they will no doubt avail themselves of this service before hauling Mexicans such long distances for employment.

In the Food for Victory program, production of whole milk and condensed milk in Wisconsin and Northern Illinois is exceeding processers' ability to handle the production at this time with the result that they are backing up on their acceptance of whole milk from the producers. Part of this problem is caused by Great Britain changing its mind about its condensed milk needs. They have refused to accept deliveries on any more. The result is that there is a tremendous amount of canned milk in storage.

In general, the farm labor situation at the present time is pretty much in balance, and Mr. Erb did not know of any place in the Middle West where ther will be any big problems.

(c) Labor Representative

Mr. Hall stated that the LaCrosse Rubber Mills Company at LaCrosse, Wisconsin, closed down on May 17 and laid off 900 employees. This firm will reopen on June 17 at which time they will rehire 300 employees. The other 600 will be thrown upon the labor market, which is overburdened with unemployment.

In LaCrosse, there is a branch of the Allis-Chalmers Company, whose Milwaukee plant has too much work, and they have placed a lot of these orders in their plant at LaPorte, Indiana, but none in LaCrosse.

MOTION: Moved that this matter be referred to Major Warfel for discussion with the Chicago Ordnance District pointing out this problem to them and asking their cooperation in dealing with the Allis-Chalmers Company to move some work into LaCrosse. It is requested that Major Warfel make a report of this at the next meeting of the Committee.

MOTION PASSED

IX. NEXT MEETING

The next meeting of the Sixth Regional Labor Supply Committee will be held on Wednesday, July 1, 1942 at 10:00 a.m. in the Regional Office of the Social Security Board, 105 West Adams Street, Chicago.

X. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 3:00 p.m.

**********

ADDITION TO ITEM IV - UNFINISHED BUSINESS

(e) Durham Manufacturing Company

Mr. Scott submitted a report made by the Office of Inspector of Naval Material, Cincinnati District, to the effect that the services of the Resident Inspector at Muncie in making preliminary interviews for employment was only an emergency measure to expedite employment, and he was not conversant with the Federal policy regarding discrimination against race. It is doubtful whether the services of the Resident Inspector in connection with obtaining employees will be utilized again, as properly trained personnel from the Cincinnati and Indianapolis offices will be available for this function. Mr. Scott recommended that the case be closed.

No. 22 - VII - 7/6/42

7-29-42 Miss Anderson

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Twenty-second Labor Supply Committee Meeting
Biloxi -- July 6, 1942

## LABOR RECRUITMENT

### Difficulties in Obtaining Longshoremen, Mobile

A report was made as to the difficulty of the Ryan Stevedoring Company, Inc., Mobile, Alabama, in securing enough longshoremen. The USES at Mobile indicated that complete agreement had apparently been reached between the USES, stevedoring companies, and the longshoremen's unions at Mobile to the end that satisfactory recruiting of an adequate number of longshoremen was possible.

### Southern Pacific Railroad

The Chairman advised that a recruitment program is under way to meet the needs of the Southern Pacific Railroad in the southwest States for several thousand section hands. This recruiting is being done cooperatively by the placement division of the Railroad Retirement Board and the USES. Return transportation is guaranteed provided the worker is employed by them for a minimum of six months or is laid off by the company.

### Farm Labor for Florida

A meeting was held in Florida with the Chairman of the USDA War Boards, Director of the USES for Florida, and the State Farm Placement Supervisor. It was reported that farm employers in Dade, Broward and Palm Beach Counties were taking agressive steps to import thousands of Negro laborers from Nassau for the purpose of harvesting crops which will begin on about October 1. It was the consensus that such action should not be encouraged until it was clearly demonstrated that farm employers in Florida had exhausted every possible means at their command, inclusive of Federal agencies available, for assistance, proper controls, complete utilization of the available labor supply, and all other factors having to do with full utilization of facilities through normal channels. Hope was expressed that the FSA would have funds for mobile housing facilities.

## DISRUPTIVE RECRUITING

### "Pirating of Workers"

A report from the USES in Georgia was discussed, pertaining to charges made by the Henderson Foundry and Machine Company of Hampton, Georgia, that a company in Atlanta was pirating its workers. In summary, this report indicated that the firm accused of the pirating was determined to be the Saginaw Gear Division of the General Motors Company which was to open a plant in Atlanta on or about July 15. It appeared further that the workers who left the Henderson Foundry and Machine Company to go to work for the Saginaw Company had been sent to Michigan for training and, since there is at the

DISRUPTIVE RECRUITING - Continued

moment no office of the Saginaw Company in Atlanta, the USES is unable to determine the motive behind the recruiting of workers from the Henderson Company. It was not felt by the USES in Georgia, or by the LSC, that this particular question presented a problem of any particular importance at the moment.

An increasing number of complaints are reaching the LSC regarding the pirating of labor. Complaints have been received from the Tampa Shipbuilding company accusing the new shipbuilding yard at Panama City of pirating draftsmen from them. The same company has complained of action from the Southeastern Shipbuilding Company, Savannah, Georgia, which has enticed leadermen and welders from their employ. Since action had already been taken through the USES designed to eliminate this practice voluntarily with the companies involved, the LSC decided to hold any action in abeyance pending further report.

MINORITY PROBLEMS

Discrimination by the Seminole Manufacturing Company, Columbus, Miss.

The Committee was informed of a report that the Seminole Manufacturing Company is practicing the policy of discharging the wives of employees who resigned to accept other employment. The company admitted these practices and expressed the determination to continue the same. Since this is not conducive to complete utilization of the labor supply, the Chairman was requested to have the employers contacted. Report on the same will be made at the next meeting of the LSC.

Field Management Division
United States Employment Service
July 23, 1942

Miss Anderson
7/29/42

FEDERAL SECURITY AGENCY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

IN REPLY REFER TO
FILE NO. 6

r E n W

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
July 15, 1942

**TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE:**

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on July 8, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

JUL 17 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

JULY 8, 1942

The twenty-first meeting of the Sixth Regional Labor Supply Committee convened at 10:00 a.m. in the Regional Office of the Social Security Board, Chicago. The following members and alternates were present:

Eugene J. Brock, Regional Representative, U. S. Employment Service
Acting Chairman
Harold T. Widdowson, U. S. Office of Education
Sara Southall, Minority Groups
J. H. Campbell (alternate), Apprenticeship Training
James V. Swanson, U. S. Civil Service Commission
H. E. Atchison, Liaison Officer, Contracts Distribution Division and
Chicago Ordnance District
Austin H. Scott, Field Representative, Negro Employment and Training
Major Lloyd W. Warfel, C.E., Liaison Officer, Headquarters, Services
of Supply
Lt. Commander R. J. Twyman, Navy Department
Mrs. Agnes J. O'Connor, Women's and Children's Bureau
Michael Hall, Labor Representative
Paul Mertz, Training Within Industry

Others in attendance were:

Miss Hawthorne, National Youth Administration
Mr. Thomas, National Youth Administration
Mr. Bachrach, ESMDT Course
H. L. McCarthy, Regional Director, Social Security Board
Hugh Riddle, National Housing Agency
John E. Mote, National Housing Agency
Carl Thorbahn, Labor Relations Assistant, Indianapolis
Thomas Wright, Minority Groups
John Morley, Senior Field Representative, Apprenticeship Training,
Department of Labor, Cleveland, Ohio
C. John Russell, Informational Service, Social Security Board
Chester W. Hepler, Director for Illinois USES
J. Bradley Haight, Director for Indiana USES
Harry Lippart, Director for Wisconsin USES
Ruth A. Berman, Labor Market Analyst
Walter Erb, Farm Placement Representative USES
Julian Baer, Occupational Analyst, USES
Wilfred Jones, U. S. Employment Service
Mr. O'Keefe, Chicago Ordnance District

## I. CONSIDERATION AND APPROVAL OF MINUTES OF PREVIOUS MEETING

As there were no corrections or amendments to the minutes of the meeting held on June 10, 1942, they were approved as submitted.

## II. LABOR SUPPLY ACTIVITIES IN REGION VI

### Indiana - J. Bradley Haight

At the present time, the United States Employment Service throughout the country is being converted into a full time war employment service. Mr. Haight stated that the Indiana USES is registering between eight and ten thousand applicants a week and the supply of labor is at its peak. In one day, the Indianapolis office registered 5,000 applicants. This large registration partly stems from the fact that there are a number of people attempting to find better jobs.

The claim load in Indiana is the lowest it has been since conversion from peace time to war time production began. At the present time, a great deal of attention is being given the farm placement program.

### Wisconsin - Harry Lippart

Mr. Lippart reported that there is a tightening up in the available labor supply, and an increase in the demand for labor. Although there has been a slight increase in registrations during the last month over the previous month, this increase has been in female applicants. Registration of male applicants has fallen off.

A source of labor supply will be the persons in the classes in the vocational schools, which are practically filled with 8,369 trainees in the various schools. Another source of labor supply will be from the layoffs after the heavy construction work at the projects in Eau Claire, Camp McCoy, Merrimac, Madison and Milwaukee are completed. The layoffs on these projects will occur within the next few months. This will release 25,000 workers into the labor market. A further source will be from the information the agency is able to obtain from the Selective Service Occupational Questionnaires. To date, 258,000 questionnaires have been received out of a possible 600,000. The agency is processing them and starting to make use of them.

The biggest demand for labor at the present time is to get the various construction jobs completed on time and for that reason, the agency is being pressed for help. At the present time, orders for 800 farmhands for the dairy farm industry are on file, and the agency is running into difficulty in trying to fill these.

### Illinois - Chester W. Hepler

Mr. Hepler reported that at the present time, the USES in Illinois is very much concerned by the fact that rather than having a critical labor situation in the Chicago area and to some extent throughout the State, unemployment exists. There has been very little change in the rate of unemployment compensation benefits being claimed, and it is assumed that this is due to the fact that many industries are just now converting their machinery to war production. It is anticipated that by January 1, there will be a tight labor market which will probably last until June of 1943. It is expected that

there will be a supply of 177,000 workers, but it is estimated that about 100,000 of these will be taken by Selective Service. Any estimates that are made at this time are based on a "status quo" in production needs.

At the present time, there are about 35,000 clerical workers more than will be needed. The Douglas Aircraft Company is going to build a plant in Chicago and it is estimated that they will need 20,000 workers. If their present plans go through, the officials of this concern will pay these workers from the time they start their training in vocational schools. If they follow through on this plan, it is estimated that it will be fairly easy to recruit these workers because of the prospect of being paid while in training.

According to preliminary reports, 30,571 workers have been placed during June by the Illinois USES as compared to 22,564 placements a year ago. This is a new high in the Illinois service. Mr. Hepler added that a preliminary estimate of farm placements during June indicated that 5,200 workers were placed.

At the present time, the Illinois USES is working to improve practices and procedures with respect to the handling of Minority Groups. They are in the process of forming an Advisory Council composed of various Minority Group Associations which will act as advisors to the service in attempting to integrate the Negroes and other members of Minority Groups into the industrial life of the community.

## III. UNFINISHED BUSINESS

### (a) Use of Allis-Chalmers Plant at LaCrosse, Wisconsin

The Allis-Chalmers Company has a plant in LaCrosse, Wisconsin, a city which has been hard hit by unemployment, and at the last meeting of the Committee, Major Warfel was asked to contact the Chicago Ordnance District and request them to get in touch with the Allis-Chalmers Company relative to placing some war work in this plant. Mr. H. E. Atchison reported to the Committee that a representative of the War Production Board had visited the LaCrosse plant and found that it was an implement plant and mechanically did not lend itself to conversion to war production. This being the case, it was decided that there was nothing the Allis-Chalmers Company could do towards placing war work in this plant.

### (b) Restrictions Applying to Employment of Colored Workers at Pearl Harbor

At a previous meeting of the Labor Supply Committee, this matter was referred to Austin Scott. Mr. Scott reported that he had contacted Mr. James V. Swanson, District Manager, Seventh U. S. Civil Service Commission District, who stated that the U. S. Civil Service Commission does not require a birth certificate for employment at Pearl Harbor. He also added that the misunderstanding probably came about as a result of oral statements made to Mr. George Scott, Manager of District No. 8, Chicago USES office, by someone in the Civil Service Commission or the USES, whose identity has not been established. Mr. Scott recommended that the case be closed.

IV. NEW BUSINESS

(a) Report of Sub-Committee Meeting

Mr. Brock reported that the recently appointed sub-committee consisting of Miss Southall, Major Warfel, Lt. Commander Twyman, and himself, had met previous to the meeting to consider various cases and types of labor pirating. The report of the sub-committee was to the following effect:

That the various complaints be referred to the Labor Supply Officer to take the necessary action in accordance with the various directives and procedures which have been laid down for his guidance in cases of pirating; and that the sub-committee be discharged.

MOTION: Moved and supported that the sub-committee's report be accepted and recommendations be concurred in.

MOTION PASSED

Several new cases of pirating and discrimination were brought to the Committee's attention and it was moved that these cases be referred to the Labor Supply Officer for action in accordance with the recommendation of the sub-committee.

V. READING OF COMMUNICATIONS

The following summary of the replies received to the letter authorized by the Committee, to be sent to war contractors and labor organizations, was read to the Committee. Enclosed with each letter to war contractors was a self-addressed, franked return card, upon which each employer would indicate the extent to which he would take advantage of the facilities offered. These were sent back to the Regional Office of the United States Employment Service, where they were processed and forwarded to the Directors in each State for follow-up.

Of the 3,225 letters sent to employers, 1,800 were sent to employers in Illinois, 525 in Indiana, and 900 in Wisconsin. As of June 26, 1942, 795 replies had been received and a brief analysis of these is presented below:

| BOXES CHECKED | ILLINOIS | INDIANA | WISCONSIN | TOTAL |
|---|---|---|---|---|
| 1, 2 and 3 | 233 | 76 | 177 | 486 |
| 1 and 2 | 10 | | 5 | 15 |
| 2 and 3 | 8 | 7 | 7 | 22 |
| 1 and 3 | 24 | 4 | 11 | 39 |
| 1 | 75 | 12 | 21 | 108 |
| 2 | 20 | 4 | 9 | 33 |
| 3 | 42 | 15 | 35 | 92 |
| TOTAL | 412 | 118 | 265 | 795 |

Box #1 - Use services indicated in letter to fullest extent.
Box #2 - Survey our labor needs to determine future needs.
Box #3 - Use services offered by the U.S. Employment Service and furnish them with labor market data necessary to intelligent planning for training and recruiting.

(b) Recruitment for U. S. Naval Depot, Burns City, Indiana

A communication was read from J. Bradley Haight in which he indicated that the Bloomington, Indiana office of the USES had been endeavoring for sometime to work out a recruitment agreement with the U. S. Naval Depot at Burns City, Indiana, which is 35 miles from the Bloomington office. Due to Civil Service regulations, their efforts have been futile. Hiring officials are required to use Civil Service eligible lists which are prepared in the usual manner. The methods used by the Civil Service Commission in advertising job openings are considered by the Bloomington office to be disruptive to the local labor market.

It was pointed out that Burns City, Indiana, comes under the jurisdiction of the Sixth District Office of the United States Civil Service Commission at Cincinnati, Ohio.

MOTION: Moved that this matter be referred to Mr. James V. Swanson for appropriate action and clearance.

MOTION PASSED

(c) Letter from Apprenticeship Training Unit of the Wisconsin Industrial Commission

A communication was read from the above office attaching a copy of the May report of this division. During May, 114 new indentures were received; 61 apprentices received their completion of apprenticeship certificates; 37 indentures were cancelled, and there were a number of suspensions, reinstatements and transfers. The total number of indentures on hand May 31 was 3,994. This report is on file in the Regional Office of the United States Employment Service for anyone who may wish to see it.

VI. REPORTS

(a) Labor Market Analyst

Mrs. Berman reported that the tabulation of the May ES-270 reports had just been completed. This survey, covering 2,766 establishments employing one million and a quarter workers, showed the following anticipated labor needs and layoffs between May and October of this year:

| | Labor Needs | Layoffs | Net Hires |
|---|---|---|---|
| Region VI | 287,200 | 58,800 | 228,000 |
| Illinois | 103,400 | 17,100 | 86,300 |
| Indiana | 96,500 | 15,200 | 81,300 |
| Wisconsin | 87,300 | 26,500 | 60,800 |

The firms visited showed an increase in employment of 230,000 from a year ago.

The survey for July is expected to reveal increased labor needs for the remaining months of the year. It is expected that the real labor need will not make itself felt until the first of this year in Illinois. The shortages in critical occupations are not as extensive as it was feared they might be. However, they will be intensified as time goes on. The Labor Market Analyst felt that on the basis of the contracts awarded at the present time there will not be a shortage of womanpower and manpower in the Chicago area providing all available people are fully utilized without regard to sex, color, creed, or age.

The problem in this region is to start some organized action towards getting employers to realize that they will have to revise completely their notions of what type of workers they want to employ. Particularly will it be necessary for them to make a very strenuous effort to put women in jobs in which they are not now or usually employed.

The problem of transportation activities was taken up at the recent council meeting of Defense Health and Welfare Services. A committee was appointed composed of representatives of various agencies. This committee will hold a meeting the latter part of this week, and it is hoped that some real coordination of activities with respect to determining transportation needs for war workers will result.

(b) Farm Placement Representative

Mr. Erb stated that there was not a great deal to report to the Committee. The dairy industry is still in the throes of over-production with not enough labor to do the job. However, it is expected that additional labor will be available in the near future to meet this problem.

(c) Labor Representative

Mr. Hall stated that Dr. Weaver had requested his department to furnish him with cases of unions who refuse to admit non-whites to their membership. This is being done.

The employees of several firms in the Gary, Hammond, and South Chicago area have requested the labor representative to see if he could obtain some type of agreement with union heads to raise the work week from 40 to 48 hours This might possibly eliminate a housing problem in this area because if the present staff was working longer hours, the firms would not have to import additional labor which would necessitate housing. It was suggested that Mr. Hall take this matter up with the new Committee formed under the office of Defense Health and Welfare Services.

(d) Minority Groups

Mr. Thomas Wright stated that fairly recently there have been cases of employers refusing to hire American-born citizens of foreign-born parents without a full investigation requiring between six and seven weeks. This is a practice which will be very hard to break.

(e) Defense Training

Mr. William Bachrach called the Committee's attention to and passed out bulletins on the new programs being instituted at the Illinois Institute of Technology and Northwestern University to prepare men who will be displaced from civilian pursuits by war conditions for war industries. To date, 500 applications have been received. Two hundred of these applicants have been accepted and some have already started training. Mr. Bachrach also passed out several otner bulletins with regard to places where training courses are given and plans for the training and handling of workers on production for victory.

Mr. Bachrach also announced the two-day Manpower Conference and "Job Clinic" to be conducted under the auspices of the Chicago Association of Commerce on July 9 and 10 in Chicago. In connection with this, Mr. Mertz stated that this conference was open to the public to bring to their attention where the jobs are in both government and private industry, and where training courses are given.

Mr. Widdowson stated that in recent months large companies moving into this area are contacting various training agencies in plenty of time to permit a program of training to be set up and geared to their needs. In some instances, employers are coming into the area and interviewing applicants. One particular company has tied up 177 training centers in this area to train the nucleus of their force.

Another trend is that employers are calling in the training agencies for conferences on their training problems.

Persons of draft age are still being trained and this is not only a wast of the individual's time but the instructor's time as the type of training given is not the type which the individual could use in the mechanized forces.

Mr. Widdowson also announced that more women are appearing for training and are satisfactorily completing their courses.

Mr. J. H. Campbell stated that the number of apprentices placed has increased 300% during the past six months. Employers in industries where it is possible to accept youngsters at 16 years are being urged to start apprenticeship training at that age as so many new apprentices over that age are being taken by Selective Service,

VII. OTHER BUSINESS

Major Warfel invited Mr. O'Keefe of the Chicago Ordnance District to attend the meeting. Mr. O'Keefe stated that several companies in the Calumet area are planning expansion programs in the near future and the Chicago Ordnance District would like to have someone from the Committee survey the needs of the companies in this area and obtain a complete report as to the

potential labor supply. Considerable discussion followed as to who should be represented on this committee and the following motion was passed:

MOTION: That the committee be appointed, the members of which to be appointed by the Chairman of the Regional Labor Supply Committee to investigate and make a report on this matter.

MOTION PASSED

Mr. Brock appointed Major Warfel and Mrs. Berman to serve on this committee. Major Warfel delegated Mr. O'Keefe to represent him on this committee.

VIII. NEXT MEETING

The next meeting of the Committee will be held on July 29 in the Regional Office of the Social Security Board, Chicago.

IX. ADJOURNMENT

As there was no further business before the Committee, the meeting adjourned at 12:30 p.m.

ENW 8/5/42 Miss Anderson

VI

No. 23 - 7/8/42

Indiana

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Twenty-first Labor Supply Committee Meeting
Chicago — July 8, 1942

LABOR RECRUITMENT

U. S. Naval Depot, Burns City, Indiana

It was reported that the Bloomington, Indiana, office has for some time been endeavoring to work out a recruitment agreement with the U. S. Naval Depot at Burns City, Indiana, which is 35 miles from Bloomington. Due to the Civil Service Regularions their efforts have been futile. Hiring officials are required to use the Civil Service eligible lists. The methods used by the Civil Service Commission in advertising job openings are considered by the Bloomington office to be disruptive to the local labor market. It was moved that this matter should be referred to Mr. Swanson, U. S. Civil Service Commission for appropriate action.

Expansion of Chicago Ordnance District

A representative of the Chicago Ordnance District stated that several companies in the Calumet area are planning expansion programs in the near future, and the Chicago Ordnance District requested the LSC to survey the needs of the companies in this area and obtain a complete report as to the potential labor supply. A committee was appointed by the chairman to investigate and make a report on the matter.

Result of letters sent to war contractors and labor organizations

Of the 3225 letters sent to employers, 1800 to Illinois, 525 to Indiana, and 900 to Wisconsin, as of June 26, 1942, 795 replies have been received. A table of analysis is contained in the minutes.

DEFENSE TRAINING

New Programs for Displaced Workers

The representative of ESMDT stated that new programs are being instituted at the Illinois Institute of Technology and Northwestern University to prepare men for war industries who are displaced from civil pursuits by war conditions. 500 applications have been received and 200 applicants have already started this training.

The representative of the US Office of Education stated that in recent months large companies moving into this area are contacting various agencies in plenty of time to promote a program of training to be set up and geared to their needs. One company has tied up 177 training centers in this area to train the nucleus of their force. Employers are also calling in training agencies for conferences on their training problems. It was reported that more women are being trained satisfactorily.

DEFENSE TRAINING - Continued

The apprenticeship training representative stated that the number of apprentices placed has increased 300% during the past six months. Employers in industries where it is possible to accept youngsters 16 years of age are being urged to start apprenticeship training at this age.

Field Management Division
United States Employment Service
July 28, 1942

IN REPLY REFER TO

FILE NO.

FEDERAL SECURITY AGENCY

SOCIAL SECURITY BOARD

WASHINGTON, D. C.

Office of the Regional Director
Region VI
Chicago, Illinois

105 West Adams Street
Chicago, Illinois
October 1, 1942

TO ALL MEMBERS SIXTH REGIONAL LABOR SUPPLY COMMITTEE

Attached please find a copy of the minutes of the Sixth Regional Labor Supply Committee meeting held on September 25, 1942.

These minutes were compiled from the notes taken at the meeting. If you wish to amend the minutes or to recommend additions or corrections, please offer such amendments at the next regular meeting.

An official copy of the minutes as now written or as amended will be submitted for your signature at the next regular meeting.

Thank you for your attendance and cooperation.

Very truly yours,

E. J. Brock

Eugene J. Brock
Acting Chairman
Labor Supply Committee
Region VI

Attachment

OCT 5 1942

MINUTES - LABOR SUPPLY COMMITTEE - REGION VI

SEPTEMBER 25, 1942

Mr. Brock called the meeting to order at 10:15 a.m.

I. ROLL CALL

Committee members present:

UNITED STATES EMPLOYMENT SERVICE - Eugene J. Brock
U. S. OFFICE OF EDUCATION - Harold T. Widdowson
ENGINEERING, SCIENCE, MANAGEMENT WAR TRAINING - William Bachrach
HEADQUARTERS, SERVICES OF SUPPLY - Colonel Oliver C. Wyman
NEGRO EMPLOYMENT AND TRAINING - Austin Scott
DEPARTMENT OF AGRICULTURE - Gladwin Young
TRAINING WITHIN INDUSTRY - John J. Lamb
NAVY DEPARTMENT - Lt. Commander R. J. Twyman
WORKS PROJECTS ADMINISTRATION - Lester Brown and F. M. Sherlaw
APPRENTICESHIP TRAINING - Matthew W. Witzak
U. S. CIVIL SERVICE COMMISSION - J. V. Swanson
WAR PRODUCTION BOARD - H. E. Atchison
NATIONAL RESOURCES PLANNING BOARD - Robert N. Gross and V. R. Bernhart
MANAGEMENT REPRESENTATIVE - Phelps Kelley

Staff Members present:

Regional Office

| | | |
|---|---|---|
| Raymond D. Johnsos | Walter Erb | C. John Russell |
| Rose A. Nathenson | Walter Vaslow | S. B. Danley |
| Ruth A. Berman | Wilfred Jones | Leon Werch |
| Lucy Mayhouse | Ralph Hoover | |

State USES Divisions

Chester W. Hepler, Director for Illinois
J. Bradley Haight, Director for Indiana
Harry Lippart , Director for Wisconsin

Others present:

NATIONAL HOUSING AGENCY - Robert B. Filley
HEADQUARTERS, SERVICES OF SUPPLY - Major Lloyd W. Warfel
Major Howard G. Wade
Major Wilbur A. Thomas

Committee members not present:

BUREAU OF LABOR STATISTICS - Don D. Lescohier
NATIONAL YOUTH ADMINISTRATION - Mary S. Anderson
WOMEN'S BUREAU, DEPARTMENT OF LABOR - Mrs. Agnes O'Connor
LABOR REPRESENTATIVE - Michael Hall
MINORITIES REPRESENTATIVE - Sara Southall

## II. CONSIDERATION AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

Mr. Walter Erb, Farm Placement Representative, requested that the following lines be deleted from his report contained in the minutes of the last meeting:

> "The dairy industry is still in the throes of over-production with not enough labor to do the job. However, it is expected that additional labor will be available in the near future to meet this problem."

The following should be substituted:

> "The dairy industry in Wisconsin and Northern Illinois is involved in problems of marketing the high production that comes at this season of the year. There is still the problem of obtaining enough labor to maintain this high production which will continue to be needed."

With the exception of this correction, the minutes were approved as submitted.

## III. READING OF COMMUNICATIONS

A letter from Brigadier-General Frank J. McSherry, Director of Operation War Manpower Commission, urging that the Committee function as usual until the regional office of the War Manpower Commission is set up, was read to the Committee.

## IV. UNFINISHED BUSINESS

Mr. Brock stated although no meeting of the full Committee had been held recently, a sub-committee consisting of the Acting Chairman, and representatives of the Army's Services of Supply and the National Housing Agency, had been very active. The following reports were made of its activities:

### (a) Calumet Area

On August 14, leading industrialists, and representatives of labor and civic organizations of the Calumet area, met with members of the sub-committee and were told the potential picture as regards labor supply and demand in this area.

There is an anticipated expansion in the labor force in the next twelve-month period of approximately 40,000 to 45,000 workers, and an anticipated siphoning off of male workers for the armed forces of between 40,000 to 45,000. The total demand for workers to fill the places of those who leave for the armed forces and the increased production schedule will be between 80,000-90,000 workers. The following program was suggested to meet the anticipated labor shortage in this area:

1. Management representatives in each community in this area, engaged in the production of war materials, organize a community industry committee in cooperation with local Chambers of Commerce, civic and labor organizations.

2. Community industrial committees be organized into the Calumet Industrial Labor Supply Committee.

3. An immediate survey be undertaken in the several plants with a view to identifying those jobs in each plant which could be filled by women, older workers, or persons with some physical handicap. The results of these individual plant surveys to be compiled in order to determine the over-all picture for the area.

4. An over-all transportation survey be made in order to determine (a) place of residence of present employees, and mode of transportation now used, and (b) present transportation facilities available and steps necessary to ensure maintenance or expansion of transportation facilities.

5. Determination, after these surveys of jobs and transportation facilities, as to what provisions may have to be made for day nursery and child care to permit mothers to accept employment.

6. Establishment of a definite policy for the recruitment of labor in order (a) to eliminate pirating and the disruption of the labor market with its attendant waste of productive effort; and (b) (b) to allocate the available labor supply in such a manner as to reduce unnecessary travel for long distances from domicile to place of employment.

7. Formulation of a policy looking towards the organization of a program of publicity designed to enlist cooperation on the part of civic, industrial, labor and other groups in an effort to mobilize the local labor supply in this critical industrial area.

The Calumet area covers Gary, Hammond, Whiting, and East Chicago, Indiana, and Metropolitan Chicago South of 79th Street, and is the heart of the iron and steel industry. Meetings have been held in each one of the above communities. The response to the presentation of the problem and the suggested program has been very favorable.

Mr. Brock stated that the problem which now presents itself is whether those local industrial area committees should be set up according to the policy of the Labor Supply Committee, or the War Manpower Commission, which is soon to be set up on a regional basis in this area. He has written to General McSherry asking for clarification of this problem.

(b) Metropolitan Chicago

Colonel Wyman told the Committee that on September 9, at the LaSalle Hotel, at a meeting sponsored by the Office of Civilian Defense, representatives of the National Housing Agency, War Production Board, Labor Supply Committee, Office of Defense Transportation, and himself representing the Army's Services of Supply, told the representatives of civic, labor and builder groups present. the labor supply and demand picture for the Chicago area, and indicated the following attitudes:

1. The War Production Board stated that there was not adequate material to plan further housing in Chicago.

2. Mr. Brock stated that by fully utilizing the local labor supply without regard to sex, race, religion, national origin, or handicap, the need can be met locally.

3. The Office of Defense Transporation felt they could provide tranportation facilities to war plants.

4. Based on the above information, the National Housing Agency took the position that additional houses were not indispensably needed in the Chicago area.

Controversy arose when the attorney for the Builders' Association took exception to the position that no more housing was needed, and prepared a brief which he planned to present to the Washington office of the National Housing Agency. However, Colonel Wyman stated that prior to going to Washington, the Builders' Association held a meeting in the offices of the National Housing Agency and as a reult of this meeting, decided they would press the matter no further.

(c) Evansville, Indiana

Colonel Wyman stated that from a one-time "distressed" area, Evansville is now a critical area insofar a s housing and labor are concerned. Representatives of the National Housing Agency, Regional Labor Supply Committee, local United States Employment Service, and the War Department met with contractors in Evansville on September 23, presented an explanation of the labor supply situation, and urged the full utilization of available labor, including women and Negroes in the various plants.

V. REPORTS OF COMMITTEE MEMBERS

Mr. Scott of the Negro Employment and Training Division of the War Manpower Commission stated that there has been a very favorable development in the total labor supply picture. His office is becoming less and less concerned with individual cases, and more and more concerned with the total picture. He felt that to the extent that the Labor Supply Committee could lay before employers the problems they are going to face with respect to labor, materials, housing, tranportation, etc., his office would become more and more concerned with the training of Negro workers and not the placement of them. It was felt by the Committee members in connection with the holding of these various community meetings, that Mr. Scott might contact the local Negro organizations and have them plan a program to persuade the Negroes that if they will take training courses they will be assured of employment upon completion of their course.

Mr. Filley of the National Housing Agency stated that, as soon as the bill allotting them a dditional funds was passed, they would be able to move much more rapidly. At the present time, they are concentrating on projects in the most critical areas. His agency was deeply appreciative of the cooperation rendered by the Regional Labor Supply Committee in including the agency in negotiations and letting them participate in the Committee's activities.

Mr. Brown of the Works Projects Administration stated that there are 5,000 WPA workers unemployed in the three States of this region. However, in Milwaukee, Wisconsin, quite a number of WPA workers have been given employment and have proven that they are good workers.

Mr. Bachrach passed out booklets indicating where Engineering, Science and Management War Training can be obtained in the Chicago area. (booklet attached) He stated further that between training classes for war workers, and the regular day school students, universities in this area are operating seven days a week.

Mr. Lamb of Training Within Industry reported that throughout the country, about 175,000 foremen have received job instructor training and in this region, approximately 16,000 have received it. A few months ago, Training Within Industry started the first group of men who will be termed "training directors," and will devote their full time to training in plants, especially where there is rapid expansion.

## VI. REPORTS OF LABOR SUPPLY - STAFF MEMBERS

Mr. Brock called on members of the labor supply staff to make reports on the labor supply activities. The reports are as follows:

### (a) Illinois USES - C. W. Hepler, Director

With respect to labor trends, employment is increasing very rapidly, and the new plants coming into Illinois upon completion will probably hire 200,000 workers. There are still considerable lay-offs due to conversion and priority unemployment, but these are declining. Unemployment Compensation claims declined 15% between July and August; however, this is 67% higher than the same period last year in number of claims paid. While labor supply, except for skilled workers, is generally adequate at the moment, stringencies are expected in all classifications within the next few months.

Commenting on the report of the Tolan Committee criticizing the seeming failure of the USES to adapt its activities to current needs, Mr. Hepler pointed out that the report failed to give the reasons why the Employment Service found itself in this position--i.e., (1) the lack of control the Employment Service has over the actions of the employer, and (2) the resistence on the part of employers, particularly the larger ones, to give the Employment Service an opportunity to apply the principle of a new concept of labor supply. He cited a few instances showing that if employers will cooperate with the Employment Service, many of their labor supply problems can be solved.

The following situation obtains with respect to defense training.

As of August 31, there were 10,000 people in pre-employment training of which 19% were women and 25% were Negroes; there were 7,500 in supplementary courses of which 3% were women and 2% were Negroes; there were 6,000 in NYA courses of which 47% were women and 21% were Negroes. There are 3,000 trainees in the Engineering Science Management War Training courses.

Although several months ago, the Labor Supply Committee recommended the operation of the machine shop training centers in Chicago on a twenty-four hour a day, seven day a week basis, such operation has not been effected. This failure cannot be attributed to any particular agency; it is felt that the reasons for lack of persons interested in taking training are (a) an increased demand for workers with high wages where no training is required; (b) people who have jobs and families to support do not feel they can give up their jobs to take training; and (c) the 15-hour courses on the midnight to morning shift are very unpopular. Some of these problems can be overcome if the concerns, now coming into Chicago, will start paying their workers upon entrance to training courses.

Mr. Hepler pointed out that although the Employment Service has been placed on a war-time basis, an arrangement is being worked out with the Association of Retail Stores to assist them in securing needed employees--the Association of Retail Stores will place interviewers in local offices. Registrants for employment, particularly unemployment compensation claimants, will be referred to these interviewers if no job opportunities in essential occupations are available. The interviewers will, in turn, place these individuals as needed in retail store employment with the clear understanding that these individuals are not being taken out of the labor market for war industries. The Employment Service will keep their cards active and reserve the right to refer these individuals to war industries just as fast as job openings occur.

(b) Indiana USES - J. B. Haight

In Indiana, the demand for labor is constantly increasing and the supply is diminishing. This is indicated by the number of unemployment compensation claims, which is at an all-time low in Indiana.

An arrangement, which is being copied throughout the State, has been worked out with the Indianapolis newspapers to the effect that no advertising for critical occupations will be placed in the papers except over the name of the USES. This has been so successful that employers are requesting the same type of advertising for unskilled laborers, also.

The Indiana State Labor Supply Committee has been active during the last few months. Pamphlets have been printed clarifying the labor supply picture in the State. The printing of these pamphlets was financed by the AFL, the CIO, and the State Chamber of Commerce.

Mr. Haight called attention to the following problem which has developed in Indianapolis:

> Indianapolis has been declared a critical area by the War Manpower Commission and consequently no further contracts can be awarded there. He feels that the area will not be an actually critical one for another five or six months. The Cramer Company, a furniture manufacturer, bid on a contract for some bunk beds, which it can manufacture with its present equipment

and present employees. Award of this contract would permit them to operate for the next five or six months and retain their present employees. However, in view of the declaration that Indianapolis is a critical area, the contract cannot be awarded under present interpretation of policy. He suggested that in instances such as this, there should be some flexibility in awarding contracts. (Referred to New Business.)

(c) Wisconsin USES - Harry Lippart

The present demand for labor in Wisconsin has slowed up in the construction line because several of the projects are practically completed. The demand for workers in war production work is constantly increasing. According to the ES-270 reports, 294,000 workers are employed in the reporting plants. This is 71,000 more than were employed a year ago. By next year, it is expected that this figure will increase to 57,000 more. It is expected that 7,200 men will be drawn into the armed forces; that number will have to be considered as a part of the labor market and as such a part of the labor shortage. The indicated supply in the files of the Employment Service has shown a sharp decline. Out of 36,000 people registered as of the middle of September, 22,700 were women. Therefore, the supply of male labor is about 14,000. This latter figure includes persons from WPA, etc. A great percentage of this number may be considered as unemployable.

During the last few months, unemployment compensation claims have fallen off in the State and are now at a low level.

Mr. Lippart recommended that an effort be made to secure adoption of procedures permitting people in civil service in States, counties, and municipalities to be shifted where their skills can be best used in connection with the war effort, without loss of their civil service reemployment rights. (Referred to New Business).

(d) Labor Market Analyst - Mrs. Ruth Berman

Mr. Brock called on Mrs. Berman to submit a list of the communities where labor supply problems will develop in the near future.

A. Areas in which labor shortages already exist or are definitely anticipated

1. Evansville, Indiana
2. Kingsbury (LaPorte), Indiana (Part of the Northern Indiana-Greater Chicago Area)
3. Springfield-Decatur, Illinois
4. Manitowoc, Wisconsin
5. Sturgeon Bay (Green Bay), Wisconsin
6. Seneca (Ottawa), Illinois

B. Areas presenting labor supply problems which may develop into serious labor shortages unless remedial action is taken:

1. Metropolitan Chicago
   (a) Calumet area, Indiana and Illinois
   (b) Chicago (north of 79th St.) and suburbs, Illinois
   (c) Fox River Valley (Aurora, Elgin and DeKalb), Illinois
   (d) Waukegan, Illinois

2. South Bend-Elkhart, Indiana and Niles, Michigan
3. Quad-Cities, Illinois and Iowa
4. Amboy and Savanna (Rock Falls), Illinois
5. Alton-East St. Louis, Illinois
6. Burns City (Bloomington), Indiana
7. Seymour (Columbus), Indiana
8. Terre Haute-Danville, Indiana and Illinois
9. Beloit-Janesville-Rockford, Wisconsin and Illinois
10. Milwaukee, Wisconsin
11. Indianapolis, Indiana
12. Kenosha-Racine, Wisconsin
13. Merrimac-Madison, Wisconsin
14. Joliet, Illinois
15. Fort Wayne, Indiana

C. Areas in which labor shortages are not expected to occur, but which may develop into problem areas.

1. Eau Claire, Wisconsin
2. Lawrenceville (Olney), Illinois
3. Lewistown (Canton), Illinois
4. LaFayette, Indiana
5. Anderson, Indiana )
6. Connersville, Indiana)
7. Muncie, Indiana ) Interrelated areas
8. New Castle, Indiana )
9. Richmond, Indiana )
10. Herrin, Illinois
11. Rosiclare (Harrisburg), Illinois

Mrs. Berman pointed out that this list is subject to revision from time to time. Within a few months, there will be a cry of acute labor shortage in many of these areas. While there will be a shortage of male labor, and a shortage of the kind of workers that employers are accustomed to hiring in the large metropolitan areas particularly, the problem can be met to a large extent by (a) breaking down the current concept of what kind of workers can be employed in industry; (b) recruiting very intensively from non-essential industries; and (c) recruiting women not now in the labor market. The serious labor shortages will develop in areas of limited population such as Kingsbury.

Suggestion was made that meetings similar to those held in the Calumet area be held in the above-listed communities. (Referred to New Business.)

(e) Farm Placement Representative - Walter Erb

Farmers are becoming quite concerned over the increased tempo in the calling of men previously deferred by Selective Service Boards. In many areas, Selective Service Boards have already notified men, previously deferred, that they may expect to be called during October, November and December of this year.

Farmers in many areas are also becoming concerned over seeming inequality of quota apportionment, and in almost every instance their complaint has been relative to situations such as the following:

> The Board, in one county, in endeavoring to meet its quota is reaching down into Class Two and Three groups, which include in many cases, farm operators, while neighboring Boards have many Class One men still uncalled. They feel that the quota should be distributed not by population, but rather on the basis of the number of available men in Class One.

The general concensus among farm groups is that a complete control must be placed over all manpower and that this control should be put into effect immediately.

Mr. Erb called the Committee's attention to a critical situation which is existent in West Central, Illinois. This area is one of the most vital crop areas in the corn belt, and, in addition, produces a large volume of coal from both shaft and strip mining operations. The United States Army has purchased 8,000 acres to be made into a camp in this area and it is expected that before the project is completed, 32,000 additional acres will be acquired. The problem is two-fold:

1. The potential siphoning off of labor from the farms and the mines to construct this army camp; and

2. The War Department has notified the tenants to vacate the property on certain dates which will necessitate the salvaging of the soy bean and corn crop. If it is necessary to harvest this crop prior to the regular harvesting date, the soy bean crop will be practically a complete loss, and the corn will have to be placed in silos. (Referred to New Business.)

(f) Informational Service - C. John Russell

Mr. Russell, reporting on Informational Service, stated that the recent activities of the Committee have received wider publicity than heretofore. This he attributed to the fact that industry as well as the public, in general, is becoming more aware of the serious manpower problems facing the country. He urged that the Committee continue the same type of activities in other parts of the region as they had in the Calumet area, namely, creating an awareness on the part of management, labor, and the public that plans to meet problems must be undertaken sufficiently in advance of needs.

(g) Clearance and Defense Training - Leon Werch

Clearance placements in Region VI during July and August included the following: Offices holding orders received referrals from outside the immediate clearance area totaling 5,134. Offices in Region VI which were applicant-holding offices, made referrals on clearance orders outside the immediate clearance area totaling 6,226.

No orders for the usual highly skilled occupations, namely, tool designers, tool makers, set-up men and the like, have been accepted for clearance in Region VI in the last four or five weeks. Orders for these occupations have been received for clearance purposes from employers within the region and with few exceptions have been circulated only in immediate areas of clearance. Paper clearance on a wider area has in general been fruitless. In a few specialized occupations, pooled interviews have been conducted, principally in Chicago, to meet urgent requirements.

On the other hand, extensive clearance activities have taken place for unskilled workers and trainees. Training facilities within the region have turned out an excess supply of trainees, particularly in arc welding. There has been a growing demand among local employers for arc welding trainees--these local employers finally realizing that fully qualified welders, able to pass tests in all three welding positions, were no longer available. However, the supply of trainees has been greater than the local demand. A large number of such trainees have therefore been recruited for shipyards, both on the west and the east coasts, where excellent job opportunities and wage rates higher than local rates exist. From one group of some 150 welders, recruited for an east coast shipyard, it has recently been learned that 25 of them have been upgraded to foremen earning $1.67 and more per hour.

Recently a group of 750 laborers were recruited in Southern Illinois to meet urgent needs in the construction of a Navy project in Utah. These workers needed no special experience or qualifications. Another group of such workers will be recruited for work in the Washington fruit belt and transportation provided by the Farm Security Administration. Still another large group of similarly unskilled workers are being recruited for work on the Alaska-Canada highway and strategic Army and Navy projects in Alaska. These orders represent the first employment opportunities in war work for a great part of our available labor supply since local orders, as indicated previously, still retain experience requirements which are difficult to meet.

However, in contrast to the usual trend of local orders, an order was recently received on which pooled interviews are being conducted, calling for women arc welder trainees. Girls with a limited number of hours of training are being accepted on this order and are being hired for training in Wisconsin shipyards. Another example of a growing realization on the part of local employers that fully qualified workers are not available is represented by the clearance order received for an Indiana manufacturer of invasion barges. The original order called for 150 arc welders able to pass the difficult test in all three arc welding positions. This firm was reported to be working their employees 84 hours a week due to a lack of manpower. This office immediately recommended that, since clearance efforts to secure skilled arc welders would be unsuccessful, trainees able to pass the test in a simple flat position be hired and trained on the job to do the more difficult welds. It was further pointed out that the job requirements be reconsidered and as much of the overhead welds as possible be eliminated. A report has just been received that these suggestions were accepted and followed by the employer. The clearance order has been cancelled and enough trainees have been referred and quickly trained by this company to enable them to go on three eight hour shifts.

VII. NEW BUSINESS

Referring to the problem presented by Mr. Haight with respect to awarding of contracts in Indianapolis (Page 6), the Committee adopted the following motion:

> That this matter be referred to the Army Liaison Officer, Colonel Oliver C. Wyman, for such action as seems necessary.

With reference to Mr. Lippart's recommendation relative to the shifting of civil service employees in States, counties, and municipalities (Page 7), the Committee adopted the following motion:

> That the Regional Director of the U. S. Civil Service Commission be requested to transmit to the meeting of the Civil Service Assembly the recommendation that that body advise its constituent members to adopt procedures similar to that adopted by the United States Civil Service Commission, namely, to grant leaves of absence with re-employment rights to those Civil Service employees who possess skills presently needed for the war effort.

With regard to Mrs. Berman's report, (Page 8) it was suggested that conferences such as the ones held in the Calumet, Chicago and Evansville areas be held in the communities she listed, and labor and management committees be appointed in each of these areas, subject to the approval of the Regional Director of the War Manpower Commission when he is appointed.

> MOTION: That the Regional Labor Supply Committee go on record as approving these conferences between the special sub-committee and groups of management and labor representatives and to continue the activities in those areas which are most critical; that the Committee do this in cooperation with the appropriate State Labor Supply Committees or local labor supply committees where they are in existence.
>
> MOTION PASSED

With respect to the problem outlined by Mr. Erb in his report, the Committee adopted the following motion:

> That the situation in this area in regard to labor supply be referred to Colonel Oliver C. Wyman, representing Services of Supply, and Chester W. Hepler, Director for Illinois, United States Employment Service.

VIII. NEXT MEETING

The next meeting will be held on call of the Acting Chairman.

IX. ADJOURNMENT

The meeting adjourned at 1:00 p.m.

LABOR SUPPLY COMMITTEE - MINUTES REGION VII

Strictly Confidential

Second Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Birmingham, Alabama
July 29, 1941

WOMEN'S BUREAU
JUL 31 1941
DEPARTMENT OF LABOR

I. Persons Attending

| Committee Members | Alternates |
|---|---|
| Mr. James H. McGinnis,<br>Regional Labor Supply Officer,<br>United States Employment Service,<br>Birmingham, Alabama | Mr. Robert Ansley,<br>Regional Youth Personnel Officer,<br>National Youth Administration,<br>Region III,<br>Memphis, Tennessee |
| Prof. Emory Q. Hawk,<br>Special Consultant,<br>U.S. Department of Labor,<br>Birmingham-Southern College,<br>Birmingham, Alabama | Mr. Charles A. Britton,<br>Senior Apprenticeship Field Representative,<br>U.S. Department of Labor<br>3029 Dale Drive, N.E.,<br>Atlanta, Georgia |
| Mr. Orie E. Myers,<br>District Manager,<br>Fifth U.S. Civil Service District,<br>Civil Service Commission,<br>New Post Office Building,<br>Atlanta, Georgia | |
| Dr. J. E. McDaniel,<br>District Representative,<br>Training Within Industry,<br>Office of Production Management,<br>Atlanta, Georgia | |
| Prof. Ben E. Harris,<br>Special Representative,<br>U.S. Office of Education,<br>Room 308 Graves Hall,<br>University, Alabama | Mr. Walter E. Keyes,<br>Special Representative,<br>U.S. Office of Education,<br>Washington, D. C. |

Others Attending

Mr. W. S. Pierce,
Assistant Field Representative,
Apprenticeship Unit,
U.S. Department of Labor,
244 Wildwood Park Road,
Florence, Alabama

Mr. J. M. Parmelee,
Senior Apprenticeship Field
Representative,
Apprenticeship Unit,
U.S. Department of Labor,
607 Farnsworth Building
Memphis, Tennessee

Mr. Lyle S. Garlock,
Area Representative,
United States Employment Service,
Washington, D. C.

Mr. Sidney Janus,
Assistant Occupational Analyst,
Bureau of Employment Security,
Washington, D. C.

Mr. Melford A. Wilson,
Regional Economic Analyst,
Bureau of Employment Security,
Social Security Board,
Birmingham, Alabama

Mr. William B. Klugh,
Regional Clearance Representative,
Bureau of Employment Security,
Social Security Board,
Birmingham, Alabama

Mr. Frank A. Constangy,
Regional Attorney,
Social Security Board,
Birmingham, Alabama

Mr. Frank E. Coffee,
Labor Information Division,
Social Security Board,
Birmingham, Alabama

Mr. J. R. Wommack,
Assistant State Supervisor,
In charge of National Defense Training,
Atlanta, Georgia

Mr. W. L. Abbott,
Assistant Director,
Georgia State Employment Service,
State Office Building,
Atlanta, Georgia

The meeting was called by the Acting Chairman and the minutes of the last meeting read. Mr. Ansley, alternate representative of the National Youth Administration, suggested that his title be corrected. The correct title, Robert Ansley, Regional Youth Personnel Officer. National Youth Administration, was inserted accordingly. The minutes were adopted by unanimous vote as corrected.

The Acting Chairman announced the appointment of additional members to the Committee, including Lt.-Col. Weisiger, Prof. Emory Q. Hawk, and Mr. Fred W. Erhard, by letters from Mr. Hillman. In the absence of Mr. Erhard, Mr. Charles A. Britton was seated as alternate.

Prof. Hawk, upon invitation of the Acting Chairman, described his duties and the information which could be available through the Bureau of Labor Statistics of the U. S. Department of Labor. After an opportunity for questioning and better understanding of Prof. Hawk's representation, Mr. Britton was introduced as representing the Apprenticeship Unit of the U.S. Department of Labor. Mr. Britton introduced Mr. Pierce and Mr. Parmelee as his associates and explained at some length the functioning of the Apprenticeship Unit. Considerable discussion on the apprenticeship program as it related to Training Within Industry, the National Youth Administration, and Vocational Education was had.

A discussion on the responsibility of representatives whose territory is not coincident with that of the Seventh Regional Labor Supply Committee brought out the policy of the Committee to the effect that representatives would have jurisdiction as far as this Committee is concerned over the entire region, but that it was a matter for each representative to determine whether to deal personally or delegate responsibility for handling of a problem outside his own territory.

The Acting Chairman presented his report on general labor market conditions in the seventh region, with an explanation that at the next or subsequent meetings the labor market reports would deal with more specific and detailed information than that which was presented. In the course of reading his report the Committee was invited to, and did, interrupt with particular comment. The Acting Chairman occasionally interrupted himself for the same purpose. One item discussed at some length by Dr. McDaniel, Mr.Britton, and Mr. Wilson related to the contracts of the Savannah Shipbuilding Company. It appears that the company had not been awarded the contract as announced in the Georgia papers which it had been expecting, and that for the moment the Savannah labor supply problem was not pressing.

Mr. Klugh pointed out that there has been some correspondence between the Alabama Drydock and Shipbuilding Company (Mobile) and the educational authorities in Arkansas with respect to the training of 1,600 arc welders for use at its yard in Mobile. Mr. Keyes on this point reported that this correspondence with the Arkansas educational authorities had brought about a survey of the situation to establish

the feasibility of putting some equipment available to the Arkansas educational people for the purpose of training arc welders. Twenty stations are in process of being constructed and will begin in about 10 days to take care of the specific requirements of the Alabama Dry-dock and Shipbuilding Company. It was brought out that the region will need something over 10,000 arc welders for the shipbuilding industry within the next few months. This is a major problem to supply this type of worker and it is expected that the Employment Service will present this problem to the educational authorities for solution by way of pre-employment training as there appears to be a lack of welders available in the active files.

There was discussion in some detail on the subject of reports available to each of the members of the Committee to their respective agencies. The Acting Chairman pointed out that part of the responsibilities and objectives of the Committee is to pool available information on labor supply matters for the use of the Committee. It was noted in the discussion that some of the agencies represented prepare confidential reports on certain phases of their work and the question of availability to this Committee was raised. It was agreed that each representative should describe the problem to his own Bureau.

As a result of this discussion the problem of duplication by the different agencies in inquiring at the offices of various industries was considered. After some discussion it was agreed that the Acting Chairman should appoint a sub-committee to consider and report on the problem of duplication of efforts in seeking information by the different agencies. The Acting Chairman then appointed a sub-committee to consider the coordination of visits of Federal representatives to industries as follows: Dr. McDaniel, Chairman, Mr. Ansley, and Mr. Klugh. It was suggested that Dr. McDaniel call a meeting of his sub-committee at his convenience to discuss this problem and report at an early meeting of the full Committee in order that a policy can be developed for recommendation to the National Committee.

The Committee received a verbal report from Mr. Myers, District Manager of the Civil Service Commission, relating to his recent conference with Civil Service officials in Washington.

A motion was made, after some deliberation, that the Committee institute weekly meetings on Tuesday. After some discussion the motion was unanimously passed. This led to further discussion as to the place for the next succeeding meeting. With the approval of the Committee the Acting Chairman appointed a sub-committee, consisting of Mr. Britton, Prof. Harris, and Prof. Hawk. It was requested of the sub-committee that the place for the next meeting should be announced before the adjournment of the current meeting.

At a later hour the sub-committee reported to the Committee that they had covered the question in some detail and would recommend the next meeting be held in Birmingham on August 5, and that the following meeting be held in connection with the Charleston Navy Yard officials in Charleston, South Carolina on August 12.

The Committee then authorized its Acting Chairman to write Rear Admiral W. H. Allen, Commandant, and invite him, with such of his staff that would be concerned with the problems of labor supply, in-plant training, apprenticeship, etc., to participate in the meeting.

The Acting Chairman thereupon introduced Mr. Abbott, Assistant Director of the Georgia State Employment Service, and Mr. Wommack, Assistant State Supervisor, Georgia Department of Education, who are alternate members of the Georgia State Council of Administrators for training in National Defense, and invited them to present a problem with respect to vocational training which has arisen at Macon in connection with the Naval Fuse Loading plant which is under construction and will be operated by a private concern. Mr. Abbott and Mr. Wommack presented a brief document describing the problem and requested the Committee to assist them in a solution because a solution could not be accomplished at the State level. The gentlemen from Georgia described the problem somewhat as follows: A school of the Vocational Education Department is now in full operation at Macon training employees which will be suitable for the Naval Fuse plant, it hopes. The Employment Service and the Vocational Education people have both tried to obtain from the authorities of the Reynolds Metal Corporation specific information as to the jobs which should be trained for, but up to this time they have been unable to obtain complete information on the basis of which the content of the training class instruction could be set up. Apparently the local authorities in charge of the plant are either unwilling or unable to provide the necessary information of job analysis. The headquarters of the Reynolds Corporation is at Richmond, Virginia.

After some discussion and questioning by various members of the group, it was agreed that this was a problem for solution by the Employment Service and that the Employment Service should take whatever steps necessary to provide the Vocational Education authorities at Macon with the desired information. Mr. McGinnis promised to have a report on accomplishment in this direction at the next meeting.

Some discussion after this action was had on the general subject of the pattern or process necessary to completely describe and brief problems which are presented to the Committee for solution, as well as the following action of assignment and follow-ups of solutions. It was generally agreed that procedures on this point had better wait until some further experience was available on which to base judgment.

Dr. McDaniel reported that engineering training courses have been given and new courses are beginning at Mississippi State, Vanderbilt, University of Tennessee, Georgia Tech, University of Florida, and University of Alabama, and that a number of fine boys of college level are available for industry in this section. Many of them have been given jobs, particularly those from Auburn and Alabama. It was suggested that these boys should be registered with the local employment offices. Dr. McDaniel indicated that he would have informational material sent out to all the schools suggesting that the boys register with their local employment offices. The Acting Chairman noted that a personnel man from the DuPont Company would be in this territory beginning about September

10, and will want to interview some 600 men for employment as engineers and foremen in the general industry of the DuPont Company. These men will be employed all over the country, some at Childersburg, Alabama, some at Wilmington, Delaware, some at Charleston, West Virginia, and some at Denver, Colorado. Young men with engineering training will be given jobs and some sort of provision made for traveling expenses from the time they are hired by this man. The representative, Mr. Styles, is expected in the region about September 10 and the Regional Office will make itinerary for him to contact centers where these men may be interviewed through the Employment Service. These jobs will be top grade and it would be very helpful if the colleges would suggest to these EDT boys that they should be registered with the Employment Service. Dr. McDaniel listed the representatives of the colleges interested for contact by the Employment Service as follows: Dean Weil, University of Florida, Gainesville; Dean Patterson, Mississippi State; Dean Louis Johnson, University of Mississippi, Oxford; Dean Lewis, Vanderbilt, Nashville; Dean Doriety, University of Tennessee, Knoxville; Dr. George J. Davis, University of Alabama, Tuscaloosa; Dr. John H. Wilmore, API, Auburn; and Dr. R. L. Swaggard, Georgia Tech, Atlanta.

The Acting Chairman brought up the question of State Councils of Administrators on National Defense Training. A rather thorough discussion to familiarize the members of the Committee on the procedures adopted in the States for the establishment of State and local Councils of Administrators was had. The policy of the Office of Production Management on the subject of relationship of this Committee to the State Councils of Administrators was discussed. It was agreed that since the Georgia Council of Administrators had been represented at the second meeting of the Committee, the Acting Chairman should invite the Alabama Council of State Administrators to the next meeting to be held August 5 in Birmingham. It seemed also desirable that the South Carolina State Council of Administrators be present at the meeting of the Committee of August 12 in Charleston.

On the question of discrimination against Negroes and foreign born persons considerable discussion was had. Someone pointed out that this problem in the Seventh Regional is one on which the various representatives of the agencies which constitute the Labor Supply Committee would have to give deep and considered thought. Prof. Hawk discussed his experience in Dallas County where the population is preponderantly colored, and in Macon County (Tuskeege). There seemed to be a general agreement that the discrimination against Negroes is not in training but in employment, that the circle of no training because of no demand and no demand because of no training is difficult to solve. It was, however, the consensus that if jobs could be found for colored workers that certainly they would be trained. Those who were present, all being Southerners, were agreed that the customs of the region would prohibit the employment of colored people in stratified employment. Some discussion was had on the possibility of segregating sections of factories and working places in order to provide for the necessity of segregating the Negroes. It was pointed out that there is probably a greater percentage of colored people engaged in gainful employment in this region than in any other region in the country. Another point was brought up that a great deal of the defense money which has been

flowing into the southeastern region has been for construction in which the Negro has been used freely and in great numbers in his traditional employment. Dr. McDaniel stated that there are three institutions in the south that have EDT courses for Negroes; however, there are none in Alabama or Georgia. Dr. McDaniel believed that the way to solve the problem of discrimination is to encourage the employers to use Negroes wherever they can. Mr. Abbott, one of the visitors, stated that in the Atlanta local employment office the entire active file of the office is 31 percent colored, but that 51 percent of the referrals made by the office are of colored people which is an indication that there is no discrimination in the traditional employment of the Negro. Dr. McDaniel pointed out also that in the Scripto Pencil Company plant, which is engaged in making time fuses in Atlanta, 80 percent of the employees, including skilled, semi-skilled, and unskilled, are colored. The Committee left the problem without full discussion but the members are impressed with the importance of exploring it further.

After a short recess at this juncture, the Committee was reconvened and accepted the report and recommendation of the place subcommittee. It was agreed that the meeting of August 5 should be held in Birmingham and the meeting of August 12 should be held in Charleston, South Carolina. The Committee authorized the Acting Chairman to invite the Navy Yard officials to the meeting of the Committee in Charleston.

After some further discussion, the Committee adjourned until August 5.

6514

Third Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Thomas Jefferson Hotel

Birmingham, Alabama
August 5, 1941

Tentative Outline

I. Minutes of last meeting.

II. Preliminary report - Shipbuilding

A. Discussion with local employment office managers of Charleston, Savannah, Jacksonville, Miami, Tampa, Pascagoula, and Nashville.

III. Report of sub-committee on coordination of employer visits.

IV. Report of Employment Service on solution of Macon Fuse Loading Plant preliminary training.

V. Discussion of next meeting (Charleston)

VI. New Problems

VII. Adjournment

Fourth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Fort Sumter Hotel
Charleston, South Carolina

August 12, 1941

TENTATIVE OUTLINE

I. Minutes of previous meeting.

II. Discussions with Navy Yard officials and officials of the Charleston Shipbuilding & Dry Dock Company.

III. Discussions with South Carolina State Council of Administrators.

IV. Executive Session (Members and alternates only).

A. Consideration of problems presented under II and III above.

B. Report of sub-committee on coordination of employer visits.

C. Discussion of "Negotiated Transfers of Skilled Workers From Non-Defense to Defense Employment."

D. New problems.

E. Next meeting.

F. Adjournment.

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CONFIDENTIAL

# MINUTES

## LABOR SUPPLY COMMITTEE, REGION VII

Meeting of August 5, 1941
Birmingham, Alabama

PRESENT: James H. McGinnis, Acting Chairman
J. E. McDaniel, District Representative, Training Within Industry
Ben E. Harris, Special Representative, U. S. Office of Education
O. E. Myers, District Manager, Civil Service Commission
Emory Q. Hawk, Special Consultant, U.S. Bureau of Labor Statistics
Harold J. McCormack, Chief Regional Supervisor, WPA
Kendall Weisiger, Consultant on Minority Groups

Alternates

Charles A. Britton, Senior Field Representative, Apprenticeship Unit, U.S. Department of Labor
Robert Ansley, Regional Youth Personnel Officer, NYA

By Invitation:

A. E. Mosrer, Employment Office Manager, Charleston, South Carolina
L. F. Shebel, Employment Office Manager, Tampa, Florida
Frank A. Dolan, Employment Office Manager, Savannah, Georgia
George A. Toulmin, Field Supervisor, Employment Service, Mobile, Alabama
John B. Bethea, Field Supervisor, Employment Service, Montgomery, Alabama
Louie L. Rhudy, Assistant State Administrator, NYA
E. R. Plowden, State Supervisor, Trade and Industrial Education State Department of Education, Montgomery, Alabama
Melford A. Wilson, Regional Economic Analyst, Bureau of Employment Security
Kendrick E. Brown, Assistant Regional Representative, Bureau of Employment Security
W. B. Klugh, Regional Clearance Representative
Sidney Janus, Assistant Occupational Analyst
Frank E. Coffee, Labor Information Division, Social Security Board

The meeting was called by the Acting Chairman and the minutes of the preceding meeting adopted. The Acting Chairman introduced Lieutenant Colonel Kendall Weisiger, Consultant on Minority Groups, OPM, of Atlanta, as a new member of the Committee. Also Mr. Harold J. McCormack, Chief Regional Supervisor, Division of Training and Reemployment, WPA, of Atlanta presented credentials in the form of a telegram from the Work Projects Administration and was seated as a member of the Committee.

The employment office managers from Charleston, South Carolina; Tampa, Florida; Savannah, Georgia; and Mobile, Alabama, four of the shipbuilding centers in the region, were presented to the Committee. Mr. Louie L. Handy, Assistant State Administrator, WPA, Alabama; Mr. John D. Bethea, Field Supervisor, Alabama State Employment Service; and Mr. W. R. Howden, State Supervisor, Trade and Industrial Education, Alabama Department of Education, were presented as members of the Alabama State Council of Administrators.

## SILK PLANTS SHUT DOWN

The Committee was advised by the Acting Chairman of a wire received from the Employment Service informing of the order to shut down silk production. He reported that he had discussed the matter of relocation of employees let out by reason of the shut down with all Directors of State Employment Services in the region on the previous Saturday.

Action: The Committee referred to matter to the Employment Service for further information, report of findings and action taken to be made at the next meeting.

## SHIPBUILDING

The Acting Chairman reported shortages in 76 occupational classifications in the shipbuilding industries. The question of obtaining accurate reports from officials of shipbuilding concerns was discussed at some length by the Committee and representatives from the local employment offices. The employment office managers reported that their information was very unsatisfactory as to anticipated hirings or shortages from the different plants in the region. There seems to be a feeling on the part of shipbuilders that if they acknowledge a shortage in any classification it will react against them in substantiating their applications for new contracts and might even affect present activities. At Tampa the management hasfelt for some time that their problem of labor supply would be cured when the northern shipyards began to slow up for the winter, making it possible for workers elsewhere to migrate into Tampa. However, this feeling is subsiding and the management is becoming more concerned about labor supply.

Action: It was agreed that meetings of the Committee should be planned for the Mobile and Tampa areas to discuss these questions fully with management and offer the services of the appropriate constituent members of the Committee.

## ACCEPTANCE BY EMPLOYERS OF TRAINEES FROM PRE-EMPLOYMENT TRAINING COURSES

There has been resistance or reluctance on the part of a number of employers to accept trainees as learners, mainly on the ground of alleged imperfect instruction and aptness of trainees. In the Tampa area all trainees are selected from the rolls of the WPA and do not, in many cases, have the aptitude necessary for additional training as learners in the plants of the employers.

Action: Mr. McCormack, representative of WPA, will go to Tampa to study the problem further and report back to the Committee.

PERSONNEL INFORMATION FROM CHARLESTON NAVY YARD

The local employment office manager advised that it is difficult to get appropriate information on many occasions from the Yard. Other members of the Committee indicated that they had had no difficulty in obtaining all the information needed for their purposes. Mr. Moorer, local office manager at Charleston, also reported difficulty in getting into the Navy Yard by any of the officials of the South Carolina State Employment Service.

Action: It was agreed that this should be discussed with officials of the Navy Yard at the next meeting in Charleston and provision made for adequate passes and information to and for the Employment Service officials.

After discussion of a document entitled "Guide for Determination of Labor Procurement Conditions in the Region," it was ordered that the document be made a part of the minutes for further consideration.

STATE COUNCILS OF ADMINISTRATORS

The State Council of Administrators from Alabama reported they had no problem to bring up with the Committee at present and felt that they were in a position to handle any present situation. There was some discussion on the subject of minutes of the State Council meetings.

Action: It was agreed that the Acting Chairman should write the various State Councils of Administrators in the region and request minutes of their meetings to be digested and reported to the Committee. The Alabama Council seemed pleased to do this. It was agreed that when it became apparent that State or local Councils could not handle the problem of training, it should then be brought to the Committee for help and not before.

REPORT OF SUB-COMMITTEE ON COORDINATION OF EMPLOYER VISITS

Dr. McDaniel, Chairman, reported that his sub-committee had not arrived at a solution and asked for suggestions as to how employer visits could be coordinated. He stated he was intending to be in Washington on August 8 and 9 and would try to obtain more information on this subject. The Acting Chairman reported that the Directors of State Employment Services, in a conference on August 2, discussed the subject at some length and it was the sense of that conference that the local employment office should be made the center of information for Federal agencies, that the 158 local offices in the region are within reach of every important employer, and that probably the local office manager should be the person to handle this function. It was agreed that the local offices would be fine pooling places for this information. A report will be expected at the next meeting.

REPORT ON MACON FUSE LOADING PLANT

The Employment Service representative reported that the problem referred to it at the last meeting is in process of solution, and that by the next meeting it is expected a complete solution can be reported.

NEXT MEETING

It was reported that definite arrangements have been made for the meeting in Charleston, South Carolina, to be held at the Fort Sumter Hotel at 10:00 AM, August 12. It was agreed that the following meeting be held in Atlanta on August 19, and that the subsequent meeting of August 26 should be held in Mobile, Alabama.

The meeting was then adjourned.

Jas. H. McGinnis
Acting Chairman

CONFIDENTIAL

MINUTES

LABOR SUPPLY COMMITTEE, REGION VII
Meeting of August 12, 1941
Charleston, South Carolina

PRESENT: James M. McInnis, U.S.E.S., Acting Chairman
Harold J. McCormack, WPA
J. E. Leuniel, WMI
Kendall Leisiger, Minorities
C. E. Myers, Civil Service
Emory C. Hawk, Labor Statistics
Ben E. Harris, U.S.O. of E.

Alternates

Robert Ansley, NYA
Charles A. Britton, Apprenticeship
Walter E. Keyes, U.S.O. of E.
T. J. Klugh, U.S.E.S.
L. A. Wilson, U.S.E.S.
George G. Arthur, WMI

WOMEN'S BUREAU
SEP 8 1941
DEPARTMENT OF LABOR

By Invitation:

James E. Rossell, Assistant Chief, Labor Supply Branch, OPM, Washington
E. G. Ludtke, U.S.O. of E., Washington, Regional Agent
J. J. Mulholland, Chief, Mechanical Shops, NYA, Washington
Mr. L. Louis Green, Jr., Charleston Shipbuilding and Dry Dock Company
Commander C. M. Cushman, U.S.N., Charleston Navy Yard
Commander C. C. Moses, U.S.N., Charleston Navy Yard
Lt. L. E. Covelle, U.S.N., Charleston Navy Yard
Mr. Noel A. Cooke, Charleston Navy Yard
Mr. Eugene C. Riggs, Charleston Navy Yard
Mr. James J. Sollar, Jr., Charleston Navy Yard
Harold B. Adams, S. C. Council of State Administrators (NYA)
C. W. Aufckes, S. C. Council of State Administrators (E.S.)
J. R. Turner, S. C. Council of State Administrators (Voc. Ed.)
C. J. King, Vocational Education, Columbia, S. C.
Lawrence M. Hinckley, State Administrator, WPA, Columbia, S. C.
O. P. Empleton, Director, Div. of Training and Reemployment, WPA, Columbia, S.C.
A. J. Mayfield, Vice Chairman, S. C. Unemployment Compensation Commission
A. E. Moorer, Employment Office Manager, Charleston, S. C.
Frank M. Coffee, Social Security Board, Birmingham

The meeting was called by the Acting Chairman and consideration of the minutes deferred until the business session. The Acting Chairman welcomed the officials of the Navy Yard and the President and General Manager of the Charleston Dry Dock and Shipbuilding Company, and explained at some length the composition, function and objectives of the Labor Supply Committee. Mr. James E. Rossell, Assistant Chief, Labor Supply Branch, OPM, Washington, was introduced, together with Mr. E. G. Ludtke of the Office of Education and Mr. J. J. Mulholland, Chief, Mechanical Shops of the NYA. The meeting was then opened to discussion by

members, alternates and visitors.

CHARLESTON NAVY YARD

The officials of the Navy Yard and of the Charleston Dry Dock and Shipbuilding Company were requested to explain to the Committee any of their problems with respect to the supply of the labor need for the construction of ships. It appeared that the Navy Yard had shortages in a number of skilled classifications but that it has a first class in-plant training system now actively in progress, and apprenticeship program of long standing and well recognized, and the officials believe that they will be able to solve their problem, as they now see it, of the higher skill brackets by upgrading and job dilution. They do have now an acute need however, of apt young men between the ages of eighteen and thirty with sufficient training to meet the requirements of the Civil Service Commission as helpers, shipfitter. Because of the well organized training system now effective in the Yard, these helpers will be trained into different trades according to the respective ability of the employees. Their need, which developed after considerable discussion is for about 2600 youngsters who can be trained into nearly any of the skilled occupations at the Yard. These 2600 individuals represent the need of the Navy Yard over a period of 14 months to be inducted into the Yard at the rate of approximately 67 persons per week, beginning as soon as they can be furnished with a minimum of six weeks preliminary training.

At this point the members of the South Carolina State Council of Administrators for Defense Training were called upon by the Acting Chairman for an explanation of how this need could be met. State Council of Administrators stated that at present they were unable to make an estimate of how soon this production of trainees could be gotten under way.

Action, The Committee referred the matter of the supply of workers to the Navy Yard to the State Council of Administrators for solution.

CHARLESTON SHIPBUILDING AND DRY DOCK COMPANY

Mr. Green, the President and General Manager, described his problem as being different, slightly, from that of the Navy Yard. At present no Keels have been laid pending completion of certain ways and facilities in the Yard; that at present he has about 180 employees without any training courses, without an apprenticeship system, and is, in fact, in the stage of preparation to build 8 naval tugs. The officials of the Navy Yard offered the facilities of its training classes to his supervisory force in assisting in the training of higher skills and foremen. The problem of in-service training and apprenticeship seems to be quite different from that of the Navy Yard.

Action: The problem of in-plant training was referred by the Committee to Mr. George G. Arthur of the Training Within Industry branch. Mr. Arthur will report of the progress in this direction through Mr. McDaniel, a member of the Committee.

The apprenticeship problem was referred to Mr. Charles A. Britton, alternate member of the Committee.

These gentlemen will consult with Mr. Green and arrange for a definite program before leaving Charleston.

Mr. Green's need with reference to trainees is also different from that of the Navy Yard. Because of the lack of facilities and trained employees in the supervisory group it will be necessary to have persons more advanced in training than those required by the Navy Yard.

Action: The Committee referred this problem to the South Carolina Council of State Administrators.

SOUTH CAROLINA STATE COUNCIL OF ADMINISTRATORS

The Committee and the Council discussed at length the problem raised by the Council as to the procurement of competent instructors.

Action: A sub-committee, composed of Robert Ainsley, (WMA), Ben F. Harris (OE), and W. S. Hugh (WS), was appointed by the Chair to discuss this problem with the State Council of Administrators and report of the solution reached at the next meeting.

DEFENSE ORDER

The Chair distributed to each of the members a copy of a letter, dated August 9th, from Lt. Arthur S. Fleming, Chief of Labor Supply Branch, OPM, on the subject of die makers and tool makers, requesting a report on the labor market situation and recruiting activities, to be submitted not later than September 1st.

Action: Since none of the members, other than Employment Service, had detailed information available on the subject matter of the letter it was referred to the Employment Service for a report to be made at the next meeting of this Committee in Atlanta, on August 19, for discussion.

CLASSIFIED PAPER

A confidential document, entitled "Negotiated Transfer of Skilled Workers from Non-Defense to Defense Employment", was called to the attention of the Committee by the Chair. Some of the members of the Committee had not received copies of the document by reason of absence from their offices and others had not had sufficient opportunity to study it. After considerable discussion, in which Mr. Ropsell and members of the Committee joined, it was agreed that further discussion of this document be deferred until the next meeting of the Committee on Tuesday, August 19.

SILK MILL SHUT-DOWN

The Employment Service reported its available information which indicates that a large number of dislocation will not result in this region from shutting down silk production.

COORDINATION OF EMPLOYMENT WORK

The Sub-committee reported an increasingly clarifying solution of the problem and hopes to submit a report in full at the Atlanta meeting next week

NEXT MEETING

It is reported that definite arrangements have been made for the meeting in Mobile, Alabama, on August 26, next, at the Admiral Semmes Hotel. The Chairman was directed to invite officials of: Alabama Drydock and Shipbuilding Company, Gulf Shipbuilding Corporation, Choctaw Boat Works, Dixie Boat Works, Altice Marine Ways and Harrison Brothers Drydock and Repair Yards, of Mobile and Ingalls Shipbuilding Corporation of Pascagoula, Mississippi. After some discussion with the Committee, the Chairman was directed to invite the President of the Alabama Federation of Labor, and the President of the Alabama Division of Congress Industrial Organization in case they wished to come. It was agreed that the State Council of Administrators from Alabama and Mississippi be requested to attend.

The meeting was then adjourned.

CONFIDENTIAL

MINUTES

LABOR SUPPLY COMMITTEE, REGION VII

Meeting of August 13, 1941
Henry Grady Hotel, Atlanta, Georgia

PRESENT: James H. McClanis, U.S.E.S., Acting Chairman
Harold J. McCormack, WPA
J. E. McDaniel, TVI
O. E. Myers, Civil Service
Emory O. Hawk, Labor Statistics
Ben E. Harris, U.S. Office of Education
Kendall Weisiger, Minorities

Alternates

Charles A. Bellamy, Apprenticeship
Walter E. Reyna, U.S. Office of Education
W. B. Klugh, U.S.E.S.
H. A. Wilson, U.S.E.S.
Robert Ansley, WPA

By Invitation:

W. S. Andrews, Civil Service
E. W. Wilson, Civil Service
Colefield[illegible] Jones, WPA
Francis Shirling, Office of Government Reports
Sidney Jamus, Assistant Occupational Analyst, U.S.E.S.
W.L. Abbott, Georgia State Employment Service
M.A. O'Connor, Georgia State Employment Service
J. R. Wormack, Trade and Industrial Education, State of Georgia
Mr. Sloan, WPA
J. E. Morton, Jr., P.W.A.
Mr. Moore
Frank E. Coffee, Labor Information Division, Social Security Board

The meeting was called by the Acting Chairman.

SOUTHERN GARMENT MANUFACTURERS ASSOCIATION, INC.

The Acting Chairman brought to the attention of the Committee a letter from the General Counsel for the Southern Garment Manufacturers Association, Inc., which requested the assistance of the Labor Supply Committee in obtaining the OPM's approval of this industry as one which might receive the benefits of the various provisions made under the defense program for training defense workers. It appears that the major labor supply problem confronting the garment manufacturers in this region is the shortage of power sewing machine operators. The information furnished by the General Counsel was not sufficient for the Committee to take definite action on immediately. Accordingly, the Committee requested the Employment Service to secure the needed additional information. More definite action will be taken on this problem as soon as additional information is received.

MACON NAVAL FUSE LOADING PLANT

Members of the Georgia State Council of Administrators for National Defense Training were present at the morning session. The Acting Chairman asked this Council if the problems which they presented at the second meeting of the Seventh Regional Labor Supply Committee, with respect to obtaining information from the authorities of the Reynolds Metals Corporation as to the jobs for which training should be given and the exact specifications of these jobs, had been solved. It was developed that the company operating the plant had probably received instructions to cooperate with local training school officials in devising suitable training courses, because the problem previously presented no longer exists. The Council reported that the vocational schools of Macon would probably be able to take care of the needs of this plant for graduate trainees.

REGIONAL CONFERENCE FOR STATE COUNCILS OF ADMINISTRATORS

The Acting Chairman said that at the Charleston meeting a suggestion was made that the Committee sponsor a regional conference for State Councils of Administrators. It was agreed that it would be desirable to hold such a conference in Atlanta the latter part of September. The Committee also agreed that it would be desirable to have a formulated plan or outline of the program prepared for review by the Committee before the conference is held.

CONTRACTS FOR SHIPBUILDING AT SAVANNAH, GEORGIA

It was brought out in the meeting that the Savannah Shipyard, Inc., and the Savannah Machine and Foundry Company, Shipbuilding Division, are engaged in the construction of ways. The first named company does not at the present time hold any contracts for shipbuilding. However, this company recently bid on 26 prefabricated cargo ships and, while it was the low bidder, we are informed that all bids were temporarily rejected. The Savannah Machine and Foundry Company, Shipbuilding Division, is at present engaged in building 5 mine sweepers for the United States Navy.

In the discussion it was discovered that no accurate estimate has as yet been made available to any members of the Labor Supply Committee, or to the various governmental agencies represented on this committee (including the Georgia State Employment Service), as to what the labor requirements of these two plants will be when they are ready to go into full operation. Based upon previous contacts with both employers by various members of the Committee, and by the Georgia State Employment Service, it was the opinion of such members of the Committee and the Georgia State Employment Service that several thousand workers in various classifications would be needed by both plants, probably by November or December, 1941. In anticipation of such needs, the Georgia State Employment Service was requested to again contact the employers and, on the basis of the information received, to recommend to the local Council of Administrators, or, if the requirements so indicated, to the State Council of Administrators, that sufficient training courses be set up at Savannah and Brunswick, and such other points as might be considered advisable, to meet, as far as possible, the needs of these employers in such classifications as the facilities of the vocational school authorities will permit.

Representatives of the Board of Public Education, Department of Vocational Education, Savannah, Georgia, told the Committee that a letter had been received

from a vice-president of the Savannah Machine and Foundry Company, Shipbuilding Division, which very clearly indicates that company's favorable reaction to supplementary training and pre-employment training of men to be employed in its plant.

BUSINESS SESSION

The Chairman suggested that it might be wise to have each member of the Committee furnish a directory of the offices of his constituent agency in the region and their managers, and that a consolidated directory be made for use of each member of the Committee. The proposal was agreed to by the Committee and the Chairman requested each member to furnish such a directory by the next meeting.

A discussion was held in regard to a letter, dated August 9, 1941, from Mr. Arthur S. Flemming, Chief, Labor Supply Branch, Office of Production Management, requesting information with respect to the supply and demand in Region VII for die makers II (machine shop), die assemblers (iron and steel), die setters I (forging), tool makers (machine shop), and tool inspectors (machine shop), and with respect to the recruiting activities in Region VII with regard to these occupations. A proposed report to be sent to Mr. Flemming on this question was read and the Committee agreed that such report was satisfactory and should be submitted to Mr. Flemming in reply to his letter.

It was reported to the Committee that the South Carolina State Employment Service had reported to the Civil Service District Manager (Fifth District) that there were 202 persons available, already trained, who could be employed in the Charleston, South Carolina, Navy Yard to meet, in part, the Yard's need for workers as indicated to the Committee during its last meeting. The Civil Service Representative promised to contact these persons immediately with a view of entering them on duty at the Navy Yard.

COORDINATION OF EMPLOYER VISITS

The sub-committee which had been appointed during a previous meeting to consider the problem of coordination of employer visits, submitted a recommendation on this matter which was adopted by the Committee. The recommendation as adopted is as follows:

> The Seventh Regional Labor Supply Committee believes it to be in the best interests of the constituent agencies and of defense employers to observe the following practices, where feasible, in establishing and maintaining contact with defense industries within the Region:
>
> 1. The local employment offiod should be considered the focal point of all such contacts.
>
> 2. Where possible, information already available in such offices should be utilized before attempting to secure duplicate information from defense employers.
>
> 3. It is desirable generally for the local employment office manager, or his designated representative, to accompany representatives of such constituent agencies on such visits.

4. It is desirable also that pertinent information obtained during such visits be made available at such employment offices to representatives of other constituent agencies who may wish to visit such employers.

The Committee suggests to other agencies not represented on its rolls the obvious advantages of following the same general procedure in contacts with defense employers for similar purposes.

5. That local employment offices be requested to set up files of such information and make the information available to other federal agencies upon request.

NEXT MEETING

The Chairman reported that he had received a letter from Mr. Fleming asking that he be notified as far in advance as possible as to the time and place of future meetings. The Committee decided to hold the next meeting on August 28 at the Admiral Semmes Hotel, Mobile, Alabama. The Committee then decides to meet next at Tampa, Florida, on September 9, 1941.

The meeting was then adjourned.

CONFIDENTIAL

Sixth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

RO7-1795

Admiral Semmes
Hotel
Mobile, Alabama
August 26, 1941

PRESENT: James H. McGinnis, U.S.E.S., Acting Chairman
Harold J. McCormack, W.P.A.
J. E. McDaniel, T.W.I.
Emory Q. Hawk, Bureau of Labor Statistics
Ben E. Harris, U.S. Office of Education
Kendall Weisiger, Representative on Minority Groups
Fred W. Erhard, Apprenticeship Unit, U.S. Department of Labor

Alternates

Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
Walter E. Keyes, U.S. Office of Education
W. B. Klugh, U.S.E.S.
M. A. Wilson, Research and Statistics Division, Bureau of Employment Security
Robert Ansley, N.Y.A.
W. S. Andress, Civil Service
E. A. Greve, W.P.A.

By Invitation:

William Mitch, Alabama State Industrial Council
C. F. Anderson, Alabama State Employment Service
L. Garlock, U.S.E.S.
D. M. Baxter, Gulf Shipbuilding Corporation
G. W. Biron, Gulf Shipbuilding Corporation
A. F. Rounds, Gulf Shipbuilding Corporation
H. Hill, Gulf Shipbuilding Corporation
Fred H. Land, Mississippi State Employment Service
Charles A. Ballard, Mississippi State Employment Service
Harvey E. Mason, Mississippi State Employment Service
Cecil M. Ward, Mobile Public Schools
E. R. Plowden, Alabama State Department of Education
Louie L. Rhudy, N.Y.A. for Alabama
Morgan Baker, Information Service, Social Security Board
V. C. Stripling, Ingalls Shipbuilding Corporation
James R. Stephens, Civil Service Commission
Edward I. Bernd, Civil Service Commission
Georgia A. Toulmin, Alabama State Employment Service
P. S. Bailey, Alabama State Employment Service
E. W. Rush, Alabama Drydock and Shipbuilding Company
M. E. Blake, Apprenticeship Coordinator
E. B. Bowman, N.Y.A.
Fred H. Gormley, Alabama Department of Industrial Relations
E. L. Bilodeau, Apprenticeship Unit, U.S. Department of Labor
H. E. Mauldin, Mississippi Vocational Education Department

Sidney Janus, U.S.E.S.
J. C. Flowers, N.Y.A.
Frank E. Coffee, Labor Information Division, Social Security Board
John B. Bethea, Jr., Alabama State Employment Service

The meeting was opened by the Acting Chairman. He explained to the representatives of the shipbuilding companies and other visitors present the composition of the Seventh Regional Labor Supply Committee and its objectives in assisting defense industries in solving their labor problems. He then introduced members of the Committee to the visitors and informed the visitors of the agency or group affiliation of each member. He also introduced the representatives of the Alabama and Mississippi State Councils of Administrators for Defense Training who were present, and explained the purpose of the Councils and the nature of the work they are doing. Mr. McGinnis informed the shipbuilders that according to the findings of the Committee shortages exist or are anticipated in a number of shipbuilding occupations. He explained that these shortages have been causing the Committee some concern and that the Committee and the constituent agencies represented on the Committee stand ready and are anxious to assist employers in any way possible in solving any labor supply problem which they have. At this point Mr. McGinnis requested representatives of the shipyards to explain to the Committee any labor supply problems that they might be facing and to feel free to suggest any steps that they felt might be taken by the shipyards, the Committee and the constituent agencies represented on the Committee to help solve any of the labor supply problems that the yards might be facing.

DISCUSSION OF PROBLEMS OF SHIPYARDS IN ALABAMA AND MISSISSIPPI

Representatives of the Alabama Drydock and Shipbuilding Company, the Gulf Shipbuilding Corporation, and the Ingalls Shipbuilding Corporation were present. They stated that their yards are facing a problem of obtaining workers in all of the shipyard occupations. Considerable discussion was had as to what is being done and what additional steps might be taken to solve this problem. The extent to which preemployment training given by the schools, on-the-job training given by employers, combination of on-the-job training given by employers and supplymental training given by the schools and/or employers, upgrading, and job dilution have been done or should be done was discussed. In this discussion the possibilities of converting construction mechanics into shipyard workers were explored in detail. It developed that the shipyards represented at the meeting were making use of graduate trainees, giving on-the-job training, and making use of supplemental training programs to varying extents. The State Council of Administrators for Defense Training in Alabama has been working very closely with the yards in Mobile and are making provisions to give as much preemployment training and supplemental training as their facilities permit. The State Council indicated that their facilities were overtaxed and that additional facilities will be needed. The Mississippi Council stated that if they are to do the training that will probably be needed for the Ingalls Shipbuilding Corporation at Pascagoula their facilities also will need to be expanded.

The State Council of Administrators from Mississippi explained that they were training workers for shipyard work. However, they lack sufficient detailed information on the labor needs of the Ingalls Shipbuilding Corporation at Pascagoula, lack the detailed specifications of this company for the jobs for which training might be given, and should like to have some assurance that the workers trained would be placed in the yard before elaborate training courses are set up.

Action: It was agreed that the Alabama State Council of Administrators, the training-within-industry and apprenticeship representatives on the Committee, and representatives of the Alabama Drydock and Shipbuilding Company and the Gulf Shipbuilding Corporation would keep in close contact with one another and maintain a constant review of the anticipated labor needs of these yards and the work being done to meet these needs. The Alabama State Council of Administrators was requested to make a survey of their facilities and to give a report of the additional facilities needed. The Mississippi Council was asked to make a similar report after they had determined how much training they would need to do for the Ingalls company at Pascagoula. The Mississippi State Council of Administrators is to visit the Ingalls company at Pascagoula again to endeavor to secure complete information on this company's anticipated labor needs and exact specifications for jobs in the yard in which training might be given, also to endeavor to obtain some assurance from the company that graduate trainees, trained in accordance with the company's specifications, have a very good opportunity of being placed. A sub-committee, consisting of Acting Chairman McGinnis and Dr. Hawk, is to visit Mr. Ingalls in Birmingham and request that all assistance needed by the State Council of Administrators in Mississippi from his company be given in order that they can help provide workers needed by his company.

The question of indiscriminate advertising came up. The Acting Chairman pointed out the desirability and necessity of having all advertising for labor cleared with the public employment offices. The question as to whether the employers on the gulf were taking labor from one another was discussed. It was pointed out that an agreement had been reached by the shipyards on the gulf to the effect that they would not take workers from one another. The question as to what the Civil Service is doing about advertising was brought up. The Civil Service representative stated that they have a policy of not taking workers from yards with defense contracts, that they have limited zones of publicity and try to prevent unnecessary mobility of labor. Mr. Hill asked if the same clause with respect to production labor applies to stenographers as well. He stated that he had lost male stenographers to the Civil Service Commission and had experienced much difficulty in replacing them. The only kind of stenographers they can use in the yard are male stenographers and they have a very hard time competing with the Civil Service. Mr. Andress, of the Civil Service Commission, stated that government establishments cannot take workers from another government establishment unless such transfer has the approval of the establishment from which they are taken. He stated, however, that this provision has not been extended to private industry, and, if

an office worker in private industry is eligible and seeks government employment, no provision has been made for rejecting such worker.

Action: The Committee requested Mr. Andress, Civil Service representative, to look into the problem in connection with stenographers as pointed out by the shipbuilding concerns and to make a report and recommendations at a subsequent meeting of the Labor Supply Committee.

From the discussion with shipbuilders it was clear that their major problem is in securing production workers and that at present no particular problem exists with respect to their repair forces, since repair forces are of long standing and this type of work has not as yet increased by sizable proportions. There was some indication that persons engaged in repair of ships have been losing time between repair jobs and the feasibility and desirability of utilizing the idle and lost time of repair workmen in production was discussed. The dissimilarity of jobs in repairing ships and in building ships was pointed out and it was discovered that thus far there has been little interchange of workers between repair and production work. It was pointed out, however, that some means would have to be worked out to make maximum utilization of skilled repairmen by transferring them to production when repair work is light, even if for very temporary periods.

## SPECIAL SESSION WITH STATE COUNCILS OF ADMINISTRATORS

The problem of providing the necessary training--orientation, preemployment, and supplemental--for shipyard workers, which had been discussed with shipbuilders, was elaborated on during this session.

The State Councils of Administrators were asked if local councils in their States had been organized. The Alabama Council reported that local councils have been set up in each area where there appears to be need at present. The Mississippi Council reported that eight local councils are now functioning.

The State Councils of Administrators were informed that consideration had been given at previous meetings to a region-wide meeting of all State Councils of Administrators. It was pointed out, however, that some minor revisions in the instructions to be followed by the State Councils are being made in Washington, and it was felt that such a regional meeting should be postponed until the new materials have been made available.

## BUSINESS SESSION

The question of the desirability of appointing a special sub-committee to make visits to the Alabama Drydock and Shipbuilding Company, the Gulf Shipbuilding Corporation, and the Ingalls Shipbuilding Corporation, to obtain complete information with respect to these companies' problems and assist them with such problems, was discussed. It was decided that for the time being no formal committee would be needed for this purpose. It was felt, however, that a very close touch should be kept with the situation and that later developments might necessitate the appointment of such a sub-committee.

Mr. Bilodeau, a shipyard specialist for the Apprenticeship Unit of the U.S. Department of Labor, was introduced. He explained in detail the nature of his work in endeavoring to have provision made for adequate apprenticeship in the shipyards.

This meeting of the Committee was the first that Mr. Erhard, a member of the Committee representing the Apprenticeship Unit of the U.S. Department of Labor, has been able to attend. Mr. Erhard, upon request, explained the nature of his work and gave the Seventh Regional Labor Supply Committee the benefit of his experiences as a member of the Tenth Regional Labor Supply Committee.

Negotiated Transfers

The question of what the Committee should do in regard to a confidential report entitled "Negotiated Transfers of Skilled Workers from Nondefense to Defense Employment," which had been discussed at previous meetings, was re-opened for discussion.

Action: After considerable discussion the following resolution was offered and adopted: When the urgency of the situation calls for need of voluntary transfer of workers from nondefense to defense employment, the Committee feels that the policy as expressed in the document "Negotiated Transfers of Skilled Workers from Nondefense to Defense Employment," is satisfactory. The Committee feels that it is desirable to give it a trial, when the need presents itself, and report actual results to the Office of Production Management.

A letter, dated August 9, 1941, from Mr. Arthur S. Flemming, Chief, Labor Supply Branch, in regard to die makers (machine shop), die assemblers (iron and steel), die setters I (forging), tool makers (machine shop), and tool inspectors (machine shop), which had been discussed at previous meetings, was again brought up for discussion. It was reported that the need for tool makers and die makers by the Intercontinent Aircraft Corporation, mentioned in a report previously presented to the Committee, is being given immediate attention by the Florida State Employment Service and every effort is being made to fill this employer's needs in these occupations. It was pointed out that this case presented a good opportunity to determine the feasibility of trying to effect voluntary transfers from nondefense to defense employment. It was brought to the attention of the Committee that one man working for Republic Steel, who is a first-class die maker, is now employed there as a machinist. It was also pointed out that a supplemental training course is being given in Atlanta for the purpose of converting machinists into die makers.

Action: The employment service was charged with the responsibility of taking the necessary steps to try to effect the transfer of the die maker from Republic Steel Corporation to the Intercontinent Aircraft Corporation.

A sub-committee, consisting of Colonel Weisiger and Mr. McCormack, was appointed to work with the Georgia State Employment Service in looking into the possibility of making the machinists who have been receiving training as die makers available to the Intercontinent Aircraft Corporation.

Southern Garment Manufacturers Association, Inc.

The Acting Chairman reported that a letter and questionnaire have been submitted to the General Counsel of the Southern Garment Manufacturers Association requesting that the Association furnish the Committee with complete information on any shortages which they might be facing, so that the Committee would be in a position to take action with respect to the General Counsel's request that garment manufacturers needs be taken into consideration in providing for training workers under the defense training programs.

Material Priorities

The question in regard to the possible effect of material priorities on the labor situation in Region VII was discussed. The Acting Chairman pointed out that he had received a request from his bureau for a report on the A. &. J. Manufacturing Company of Gadsden, Alabama, showing to what extent this plant would be affected by material shortages or curtailment of orders as a result of material priorities. He stated that the employment service would look into this and make a report.

Future Meetings

The Committee decided during the last meeting that they would not meet on September 2 and that a meeting would be held in Tampa, Florida, on September 9, 1941. During the current meeting it was decided that representatives of shipbuilding concerns in the general proximity of Tampa, the Florida State Council of Administrators, the Florida State Director of WPA, the local employment office manager at Tampa, and the Chairman of the Florida State Apprenticeship Council should be extended an invitation to attend this meeting. After discussing the most appropriate time and place for the meeting following the one at Tampa, it was decided that such meeting would be held at Nashville, Tennessee on September 16.

The meeting was then adjourned.

CONFIDENTIAL R07-1813

Seventh Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee)

Hillsborough Hotel
Tampa, Florida
September 9, 1941

PRESENT: James H. McGinnis, U.S.E.S., Acting Chairman
Harold J. McCormack, WPA
O. E. Myers, Civil Service
Ben E. Harris, U.S. Office of Education
J. E. McDaniel, TWI
Emory Q. Hawk, Bureau of Labor Statistics
Kendall Weisiger, Minority Groups

Alternates

Robert Ansley, NYA
Charles A. Britton, Apprenticeship Unit, U.S.Department of Labor
M. A. Wilson, Research and Statistics, Bureau of Employment Security
W. B. Klugh, U.S.E.S.

By Invitation:

L. S. Rickard, Director, Florida State Employment Service
W. E. Harkness, State Administrator, Florida WPA
Fred B. Bradshaw, Director, Unemployment Compensation Division, Florida Industrial Commission
Charles G. Lavin, State Youth Administrator, NYA
Louis A. Miller, State Director Youth Personnel, NYA
C. J. Dillon, State Shop Supervisor, NYA
Robert D. Dolley, State Supervisor, Trade and Industrial Education
Glenn Hilburn, Informational Representative, Florida Industrial Commission
William T. Comer, State Director, Division of Training and Reemployment, WPA
Don Thompson, County Director, National Defense Training and Vocational Education
Vernon Bronson, Consultant Employer-Employee Relations
Bruce V. Davis, State Coordinator, Department of Education
W. E. Spain, Field Representative, Apprenticeship Unit, U.S. Department of Labor
A. Frederick Smith, Chief of Research and Statistics, Florida Industrial Commission
B. B. Brill, Vice-President, Tampa Shipbuilding Company
B. C. Stafford, Personnel Director, Tampa Shipbuilding Company
L. F. Shebel, Manager, Tampa Local Office, Florida State Employment Service
Walter Burr, Office of Production Management
Morgan Baker, Regional Representative, Informational Service, Social Security Board

The meeting was opened by the Acting Chairman and each person in attendance was introduced. He explained briefly, for the benefit of the visitors, the organization, purpose and functions of the Labor Supply Committee.

GENERAL DISCUSSION OF TRAINING PROBLEMS

The defense vocational education training program in Florida, especially around Tampa, and the problems which have been and are being encountered by the schools in this connection were discussed.

Mr. Dolley, State Supervisor of Trade and Industrial Education for Florida, stated that some difficulty has been experienced in the past by the schools in getting needed information from employers and, in some cases where information was received, there appeared to be some doubt as to whether the information was entirely accurate. He stated, however, that under the new defense training procedures recently put into operation the employment service is being relied on to furnish the needed information.

It was mentioned during this discussion that the shipyard at Tampa would need many welders and riveters. Mr. Dolley pointed out that some pre-employment training and supplemental training is being provided by the schools to care for some of the shipyard's needs, particularly in welding. He also pointed out that the schools are now working on the problem of giving supplemental training in advanced welding. Plans are under way for increasing the schools' facilities for training welders. However, the matter of training riveters presents a real problem since the type of riveting done at the Tampa shipyard is cold riveting and probably most of the riveting training will have to be done in the yard. This is the case because it would be almost impossible to set up the necessary type of training and obtain the materials and equipment necessary to give this training in the schools. It was pointed out, however, that some pre-employment training in riveting would be beneficial but the major part of the training would still have to be done in the yard.

Mr. Dolley pointed out that the schools have money in the bank for equipment and materials but have experienced some difficulty in getting them when needed, due to the time involved in obtaining priority ratings. This has delayed training schedules somewhat. He stated that the suppliers have informed him that they have equipment to sell, but the schools expect some difficulty in being able to obtain it. At present they are having much difficulty in getting welding rods and boiler plates; and, without these, the amount of training they can do for the shipyard at Tampa will be limited.

In addition to the problems mentioned above, it was pointed out that there are several private schools in Florida, particularly in the Tampa area, which do not provide training of high calibre and, as a result, have tended to discredit all schools, private and public, in the eyes of the employers.

It was brought out during the discussion of defense training that the State Council of Administrators for Defense Training and about 20 local

councils have been established in Florida. It was pointed out that Advisory Committees are now being established in accordance with present defense training procedures. With respect to the Advisory Committees, it was brought out that the transfer from the Advisory Committee arrangement which was in effect prior to establishment of State and local councils called for very careful handling, in order to avoid any unfavorable reaction on the part of those who had been members of the Advisory Committees under the old set-up, since the final responsibility for decisions is now vested in the councils rather than the Advisory Committees.

Action: The problem of looking into the priority situation as it affects the vocational schools was assigned to Mr. Harris of the U.S. Office of Education.

Action with respect to obtaining information on labor needs and job specifications from employers and the feasibility of giving pre-employment training in cold riveting was deferred until after the discussion with representatives of the Tampa Shipbuilding Company. Possibilities of taking action with respect to "gyp" schools was discussed later in the business session.

GENERAL DISCUSSION OF PROBLEMS OF THE TAMPA SHIPBUILDING COMPANY WITH REPRESENTATIVES OF THIS COMPANY

Upon the arrival of Mr. B. C. Stafford, Personnel Director of the Tampa Shipbuilding Company, he was called upon to explain any problems with respect to labor supply which his yard is experiencing. He was invited to feel free to discuss these problems and suggest how the Labor Supply Committee and the constituent agencies represented on that Committee could assist him with these problems.

Mr. Stafford pointed out that there are around 2500 workers on the yard's payroll and he estimated that around 3000 more workers will be needed within the next twelve months, with a large percentage of these in welding and riveting classifications. He stated that yard officials are now in the process of making estimates of their needs and that this figure was merely a guess. (Another representative of the yard, Mr. Brill, who came in later, estimated that only 1000 additional workers would be needed by the yard in the next eight months.) Mr. Stafford stated that he did not know where these workers are coming from.

This firm is operating on a closed shop basis and it relies on the unions to furnish the necessary workers. It was pointed out that they have probably already obtained all of the qualified shipyard workers available locally.

During the discussion Mr. Stafford stated that the Tampa shipyard has around 500 more workers now than are absolutely necessary to carry on the present work in the yard. He pointed out that these 500 are learners who have been hired in order that they might become familiar with the work in the yard so that they can, in part, be used to help meet the yard's anticipated needs for experienced shipyard workers this winter.

The Tampa shipyard has just signed an apprenticeship agreement. It is understood that this agreement calls for a 1:5 apprenticeship ratio. Mr. Stafford feels that the workers will not be very enthusiastic about signing up for four years of apprenticeship because most of them hope to be elevated to higher grades, due to the condition of the labor market, within the next four to six months.

There is no particular demand in the Tampa shipyard for workers to build ships at the present time. The staff of the Tampa yard is adequate to finish the four C-2 cargo vessels which are now being constructed. The extra demand for shipyard workers will come as the result of a new contract for three destroyer tenders. The yard is now in the process of completing the cargo vessels, rebuilding the ship yard, and extending the ways, expanding facilities, etc. to take care of the contract for the destroyer tenders. In addition to the three destroyer tenders which are to be built at the approximate cost of $12,500,000.00 each, it was pointed out that there is a strong possibility that this yard will be called on to repair some British ships. In addition, it appears reasonably certain that the yard is to be requested to continue to build C-2 cargo vessels, one at the time.

Since the yard is in the process of being expanded and work on the destroyer tenders will not be begun for a few months, the only type of shipyard workers that will be needed within the next 60 to 90 days are high grade draftsmen and technical men. The yard official stated, however, that the yard would hire anyone now who comes to the gate, provided they are qualified in a shipbuilding trade, so that the yard will have them on hand to help meet their needs this winter. Some hiring at the gate can be done but workers have to joint the union within 30 days after induction.

With respect to the needs for draftsmen, it was pointed out that the Tampa University is giving courses in this type of work. The yard official stated that the type of training given by the Tampa University is very good. However, his need is for a very high grade draftsman; but he feels that the yard could hire some graduates of drafting courses of college level as assistants or learners and that they would be able to help take care of the yard's problem.

It was stated that, under the new type of construction, that is, the constructing of destroyer tenders, the majority of the work will call for welders and riveters. The possibility of using construction riveters was discussed. The vocational education authorities and the yard officials agreed that workers experienced in construction riveting, which usually involves working with hot rivets, would have to undergo some transition training before they would be very useful in doing the shipyard riveting, which involves working with cold rivets. It was generally agreed that most of the riveting training would have to be given in the yard. However, it was pointed out that some help might be given through outside training. Mr. Stafford pointed out that, since the expansion of their shipbuilding force will take place fairly gradually, he feels that training, pre-employment and supplementary, carried on under the defense program will aid him materially in meeting his labor supply problem. It was pointed out that the unions

have stated that they could fill the yard's needs but there seems to be little evidence that this can be done with the present available supply.

With respect to welders, vocational education authorities state that they can train men to the point where they can pass the welding test. They stated, however, that the workers they are training in pre-employment courses have not had prior welding experience and that, although they could pass the test, it was felt that, based on past experience, it would be very hard for these workers to maintain required production for the first few days in the yard. It was pointed out that probably the yard would need to set up several grades of welders since it would be impossible to meet their needs for first class welders who could go on the job and immediately meet the production requirements.

Action immediately after discussion with shipbuilders:

It was decided that information would be secured from the Charleston Navy Yard as to job-specifications and feasibility of training workers to do cold riveting through facilities of public schools. It was also decided that the employment service would contact the unions and work with them in any possible to meet the Tampa yard's needs. The employment service is also to obtain estimates from the employer as to his needs and specifications, by occupations, so that it can carry out its responsibility of recommending training courses to be given and have information on which to discuss the labor supply problem of this yard with the unions.

## GENERAL

Early in the meeting the overall organization, purpose, and function of the Labor Supply Committee had been explained in general terms. Several visitors in attendance were interest in learning more about the work of the Labor Supply Committee and its relationship to the work of the various federal agencies concerned with labor supply. As a result of this interest, Acting Chairman McGinnis called on Mr. Burr, of the Office of Production Management, who covered in detail the points concerning which the visitors had manifested interest.

## BUSINESS SESSION

A brief discussion was had concerning the problem of meeting the needs of the Charleston Navy Yard, which had been discussed during several previous meetings. Since the meeting of the Labor Supply Committee in Charleston on August 12, around 175 workers have been referred to and inducted into the Navy Yard to meet part of that yard's needs for helper shipfitters. Since these workers had not had the exact helper shipfitter training subsequently specified by the Yard, it is understood they were inducted as helper trainees rather than helper shipfitters. The Navy Yard at Charleston would like to have the remainder of the 2600 workers who will be needed as shipfitter helpers to have completed the six weeks orientation course in helper shipfitting as outlined specifically in instruction material prepared in that Yard. Since it would be some time before the schools can begin regularly

turning out the shipfitters helpers which are needed by the Navy Yard at the rate of 67 per week, it was believed that it will be necessary, during the interim period, to send some more workers who have already graduated from training courses, but not in the particular course specified by the Yard, to the Yard to take care of its needs until the courses can get under way.

It was brought out in the meeting that the extent to which schools have already been set up in South Carolina to meet the needs for shipfitters helpers is not known. It was pointed out, however, that the schools have received mimeographer instruction material which the Charleston Navy Yard would like for the schools to use in giving these courses.

Action: It was agreed that the employment service would send complete information on a list of graduate trainees, showing what courses they have taken, etc., to the Civil Service Commission where they could be classified. Some of these workers might fit into the needs of the Charleston Navy Yard and the Civil Service Commission may see fit to grade others in classifications needed in some of the other government establishments in the region. Mr. Harris was assigned the problem of keeping in constant touch with the schools in South Carolina and reporting to the Committee any developments which take place in connection with setting up schools to give training in the occupation of shipfitter helper.

The problem of furnishing trainees for the Tampa Shipbuilding Company, which was discussed in detail earlier in the day, was again brought up and discussed. Earlier in the meeting the employment service had been assigned the responsibility of following through on this problem, obtaining the necessary information from the yard and recommending such training as may be needed. Since the yard officials stated it would be some two or three weeks before they had completed their schedules on anticipated labor needs, the problem arose as to what should be done immediately with respect to training.

Action: In view of the fact that sufficient information had already been presented during the meeting to show that the need for welders and riveters would far exceed the number which could be furnished on the basis of the present rate of training, the problem of recommending the necessary immediate training in welding and riveting to the vocational schools was assigned to the employment service.

Mr. McCormack gave a report on his findings with respect to the supplemental training being given machinists in Atlanta for the purpose of converting these machinists into die makers and the possibility of making the machinists who have been receiving training as die makers available to the Intercontinent Aircraft Corporation located at Miami, Florida. (This problem had been assigned to Mr. McCormack at the last meeting of the Committee.) Mr. McCormack stated he had contacted the schools which were giving the supplemental training at Atlanta and learned that it would be two or three months before these workers had completed their training. He presented a report as to the relative skills of the workers in training and information as to the willingness of these workers to transfer from their present jobs to jobs outside the State. At this point Dr. McDaniel stated

that he was leaving shortly after the meeting to contact the Intercontinent Aircraft Corporation and, at that time, would be glad to find out from that concern certain information with respect to their wage rates, their interest in securing these workers, etc.

Action: It was decided that Mr. McCormack would turn over a record of his findings at Atlanta to Dr. McDaniel so that he would be in a position to find out the attitude of officials of the aircraft corporation at Miami with respect to hiring these workers, grade at which these workers could be hired, wage rates, etc. It was agreed that Dr. McDaniel should give a report of his findings at the next meeting and, at that time, decision would be made as to whether any follow-ups would be needed in Atlanta with respect to contacting the workers and their employers with the idea of negotiating a transfer.

The problem of what could be done in Florida with respect to the alleged "gyp" schools which are training workers in certain occupations for a relatively high fee and providing them with inferior training that often results in their being turned down by the employer was brought up.

Decision: It was decided that nothing could be done by the Committee or by its constituent agencies to have these schools abolished. The only action that could be taken would be by the city officials, who could prevent this type of inferior instruction to some extent by having a city law passed specifying minimum requirements for instructors in these schools.

A problem which was presented at a previous meeting with respect to indiscriminate advertising which has been done by the Ingalls Corporation was discussed. At the last meeting of the Labor Supply Committee a sub-committee, consisting of Mr. McGinnis and Dr. Hawk, was assigned the duty of contacting Mr. Robert I. Ingalls relative to this matter.

Report on problem:

Mr. McGinnis and Dr. Hawk reported that they had called on Mr. Ingalls relative to his advertising practices. Mr. Ingalls apologized for running the ads and said the reason he had done so was because he was in a tough spot and did not know what else to do. Mr. Ingalls informed the sub-committee that he would not carry on such practices in the future.

The problem presented at a previous meeting with respect to the wish of the Southern Garment Manufacturers Association, Inc., to obtain assistance in having defense courses established to train workers for this industry was again brought up for discussion.

Action: It was reported that no action in addition to that which had already been presented to the Committee has been taken.

As the situation now stands, no answers have been received from representatives of this Association in reply to the questionnaire that was forwarded to them some weeks ago. It was decided that no further steps would be taken until such answers are received.

Brief discussion was had as to the effect of the shortage of silk on certain employers and their workers in this region.

Action: The employment service was assigned the responsibility of obtaining this information and making a report to the Committee at their next meeting.

Time and Place of Future Meetings

As agreed at a previous meeting, a meeting of the Labor Supply Committee will be held at the Hermitage Hotel, Nashville, Tennessee, on September 16. It was agreed that the Presidents of the Tennessee Federation of Labor and the Tennessee Industrial Union Council, representatives of the Vultee Aircraft Corporation, the Commissioner of Labor for Tennessee, and the State Council of Administrators for Defense Training in Tennessee should be among those invited to attend the Nashville meeting.

It was also decided that a meeting would be held at the Thomas Jefferson Hotel, Birmingham, Alabama, on Tuesday, September 23.

The meeting was then adjourned.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

8454

Labor Supply Branch Circular #6

Issued:
September 4, 1941

# ORGANIZATION AND PROCEDURE FOR REEMPLOYMENT OF DISPLACED WORKERS

In order that all the labor and productive resources of the country may be utilized to the fullest extent possible in the Nation's defense effort, all energies will be directed toward the assurance of continued employment of workers and plant capacity which are threatened with dislocation as a result of the imposition of priorities on basic raw materials and the curtailment of civilian production. The Office of Production Management has established Defense Industry Advisory Committees and Defense Labor Advisory Committees for certain commodities and industries. Other such committees will, no doubt, be established in the future. In order that there may be a complete understanding on the part of all interested in these problems, and that there be a pooling of common information, the maximum use of these groups should be made in solving these problems. The facilities of labor and management, including the above committees and their regional, state or local counterparts and government agencies, will be utilized through the allocation of defense contracts and subcontracts to critically affected areas, through the retraining or additional training of workers for defense occupations, and through the transfer of workers to defense jobs.

In achieving this objective the Labor Supply Committee, Labor Division, Office of Production Management, has assigned to constituent and cooperating agencies the following responsibilities:

Each constituent agency in Washington will immediately notify the Executive Secretary of the Labor Supply Branch of the impending or actual displacement or dislocation of workers resulting from priorities or other reasons. The Executive Secretary will promptly inform agencies concerned of this probable or actual dislocation of labor.

PRIORITIES BRANCH will cooperate with the Defense Contract Service of OPM in locating the critical areas, and will recommend places and plants where additional defense contracts or subcontracts are needed to alleviate a severe displacement problem, and will attempt to get additional defense production allocated to such areas.

LABOR RELATIONS BRANCH will work with representatives of organized labor in meeting displacement problems which involve seniority both in the lay-off procedure and in making agreements for rehiring; and will assist in developing their cooperation and participation in registration and reemployment through the Employment Service, adjustments in connection with the transfer of workers from the jurisdiction of one union to another union and any other problems in which trade union policies, procedures or structures are involved.

DEFENSE TRAINING will secure the establishment of special training courses for those workers requiring retraining or additional training to prepare them for employment in defense occupations.

TRAINING WITHIN INDUSTRY will encourage industry to take the initiative in and responsibility for developing training on the job within its own plant in order to shorten time of adapting replaced workers to the new job.

UNITED STATES EMPLOYMENT SERVICE will secure adequate information about displaced workers necessary for their reemployment, and will effect the transfer of such displaced workers into defense jobs or to defense training as indicated.

ACTING CHAIRMAN OF REGIONAL LABOR SUPPLY COMMITTEE

A. Will obtain through the State Employment Services full information about the whole local displacement problem including local labor market conditions and will secure the registration of workers and their transfer to defense jobs.

B. Will arrange for the management representative to assume the responsibility for working with employer and management groups to assure their active participation in and support of the reemployment efforts.

C. Will arrange for the labor representative to assume the responsibility for securing the full cooperation and participation of leaders of organized labor in working out the details of reemployment.

D. Will arrange for the Defense Training representative to assume the responsibility for securing the cooperation of the State Board of Vocational Education, the local Board of Education, NYA, WPA, or other officials, to the end that all facilities will be made available for any necessary special training classes.

E. Will inform the Executive Secretary of the Labor Supply Branch the results of the reemployment effort, and will make suggestions and recommendations as to further action.

SELECTIVE SERVICE

The Executive Secretary will inform the Selective Service System regarding workers who should be allowed to retain a deferred classification that they may have by virtue of their present occupation and by the skills needed in the capacity to which workers will be transferred.

CONFIDENTIAL

R07-1817

Eighth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

Hermitage Hotel
Nashville, Tennessee
September 16, 1941

WOMEN'S BUREAU
DEPARTMENT OF LABOR

PRESENT: James H. McGinnis, Acting Chairman, U.S.E.S.
Harold J. McCormack, WPA
O. E. Myers, U.S. Civil Service Commission
Ben E. Harris, U.S. Office of Education
E. Q. Hawk, Bureau of Labor Statistics
Kendall Weisiger, Minority Groups
J. E. McDaniel, TWI
J. T. Johnson, Jr., Captain, U.S.A., Office of Under Secretary of War

Alternates

Charles A. Britton, Apprenticeship
M. A. Wilson, Research and Statistics Division, Bureau of Employment Security
Walter E. Keyes, U.S. Office of Education
W. B. Klugh, U.S.E.S.
Robert Ansley, NYA

Visitors: Paul Jessen, Director, Tennessee State Employment Service
W. O. Hake, Executive Director, Division of Unemployment Compensation
Paul R. Christopher, Executive Secretary, Tennessee State Industrial Union Council
Bruce Overton, Tennessee NYA
Morgan Baker, Informational Representative, Social Security Board
John R. Crittenden, Major, U.S.A., Tennessee Selective Service
J. A. Frank, Research and Statistics Division, Tennessee Unemployment Compensation Division
Donald F. Steinbaugh, Tennessee WPA
M. O. Hulsey, Alabama State Department of Education, Trade and Industrial Education
Gerard S. Napolentano, Bureau of Employment Security
George S. Hastings, Manager of Industrial Relations, Vultee Aircraft, Inc.
Robert McCulloch, Works Manager, Vultee Aircraft, Inc.
Charles G. Mudd, Employment Director, Vultee Aircraft, Inc.
J. M. Parmelee, Apprenticeship Unit, U.S. Department of Labor
W. A. Seeley, Director of Vocational Education, Tennessee State Department of Education
G. E. Freeman, Director, Vocational Education for Defense Workers
Sidney Janus, Bureau of Employment Security
Stacy M. Dobbs, Director of Work Projects, NYA
F. R. Fitzpatrick, Area Director, NYA
C. E. Love, Assistant Director, Tennessee State Employment Service

GENERAL

The meeting was opened by the Acting Chairman. He explained for the benefit of the visitors the approach that is being taken by the Government to provide assistance to employers in meeting their labor needs and the part that the regional labor supply committees play in this connection. He then introduced each person attending the meeting.

GENERAL DISCUSSION WITH REPRESENTATIVES OF VULTEE AIRCRAFT, INC., AND OTHER VISITORS PRESENT

Representatives of Vultee Aircraft, Inc. were called on to give the Committee any information which they saw fit about the present workings of this plant, future plans of the plant and any labor supply problems which they are facing or anticipate. They stated that about a year ago they had no plant at Nashville. When they began operations, they were making plans to construct observation planes for the Army. As of October 1940 there were less than 800 employees in the plant. This number has been expanded to a present total of around 2600, only a few hundred of which might be termed experienced skilled workers. There has been a lull in hiring of aircraft workers in the last 60 to 90 days since the plant has been retooling and making necessary arrangements to build bombers. At the present time the supply of workers in the plant is adequate; however, since the retooling period is nearly over, they anticipate that their present employment of 2600 will be doubled during the next nine months. This expansion will start within the next few weeks. Their chief needs will be for aircraft assemblers, riveters and sheet metal workers. Since there are very few experienced skilled aircraft workers available, in order to meet this need they are going to rely very heavily on all types of training services provided under the defense program as they have in the past when undergoing expansion. It was indicated that this firm relies very heavily on graduates of the preemployment training courses to fill its needs for new workers. These workers after induction and other workers already in the plant are given on-the-job training as well as supplementary training in the schools. The schools in Tennessee that are training for this plant are well equipped and up until now there has been no dearth of potential trainees.

The question of indiscriminate advertising was discussed at length. Vultee Aircraft officials stated that they had lost some of their workers as a result of other firms advertising. They also stated that newspaper announcements of civil service examinations have given them som concern since some of their workers have been taken by government establishments which recruit through the Civil Service Commission. It was brought out in the discussion that official civil service announcements state that applications are not desired from persons employed in any private industry vital to national defense. It was also pointed out that at present no application will be graded if it is known that the applicant is working in an establishment engaged in defense work. Representatives of Vultee Aircraft, Inc., stated that many workers filing civil service applications received their first notice of the exams through some general announcements of the Civil Service Commission. They feel, therefore, that steps should be taken to have these announcements carry the same statement that appears in the

official civil service notices with respect to the Civil Service Commission's policy of not desiring applications from workers already engaged in national defense work.

Action: It was agreed that Mr. Myers would look into the possibility of having all newspaper publicity state very clearly that applications from persons employed in private industry vital to the national defense program are not desired.

DISCUSSION WITH MEMBERS OF TENNESSEE STATE COUNCIL OF ADMINISTRATORS FOR DEFENSE TRAINING

A lengthy discussion was had as to the relationships of the Regional Labor Supply Committee of the Office of Production Management to State Councils of Administrators for Defense Training. The document with respect to this question which had just been received from Washington was used as a basis of the discussion.

In discussing the training program in Tennessee, it developed that training facilities in Tennessee are being used to only about 50 to 60 percent of capacity. It was also brought out that there appeared to be no dearth of potential trainees. It was reported that, as a result of the failure of Vultee Aircraft, Inc., to expand as rapidly as originally anticipated, several hundred graduate trainees in addition to those needed thus far by Vultee had been trained. Some of these workers have found employment at Witchita, Baltimore and a few other localities, and others are still available for employment. In view of the demands for aircraft workers at some points outside of Tennessee where there are possible shortages of training facilities and potential trainees, the problem of what should be done about transferring any available graduate trainees to other points was discussed. Also the question of whether the schools in Tennessee should more fully utilize their facilities and train more workers than are needed locally, with the idea of placing them at other points, was discussed.

Action: This question was referred to the employment service. This service is to look further into the situation at other localities with the idea of determining what should be done. The Civil Service Commission is to send a report to the employment service indicating the needs for aircraft workers, particularly aircraft riveters and sheet metal workers, at Jacksonville, Pensacola and Mobile, since it was indicated that many workers of these types will probably be needed and it is possible that some difficulty might be experienced in finding sufficient numbers in these localities.

The question of the advisability and possibility of training Negroes was discussed. It was indicated that at present over 200 Negro workers are being trained in Tennessee and that arrangements are now being made to provide training for over 200 more Negroes in the near future.

BUSINESS SESSION

It was reported that the TVA has in the past been carrying on independent advertising for workers. It was also reported that some employers in this region have complained that TVA is taking some of their workers. Since no documentary evidence or specific examples of such advertising or cases of the TVA taking employees from defense firms was submitted, it was decided that no steps could be taken until such time as definite evidence of these practices is presented to the Committee.

A detailed discussion was had of Labor Supply Branch Circular No. 6, "Organization and Procedure for Reemployment of Displaced Workers." Much interest was manifested in the procedures outlined in this circular and it was agreed that every effort would be made by the Regional Labor Supply Committee to carry out these procedures.

Mr. McGinnis then read a memorandum which he had received from his Bureau entitled "Suggested Procedures for Inventory of Labor Resources." After reading this memorandum, Mr. McGinnis discussed the general background which led to the proposal. A general discussion of the suggested procedures set forth in the memorandum was had, and it was generally conceded that the proposals are very good.

The policy of the OPM with respect to methods of handling labor problems caused by the curtailment of the automotive industry was discussed. This discussion centered around a release from the OPM on this subject. Mr. McGinnis pointed out that the employment service had already taken steps to look into the automobile situation at Atlanta. It was also pointed out that in carrying out the OPM's policy nearly every member of the Labor Supply Committee would be directly concerned. In this connection, a general discussion was had as to the exact part each person on the Committee would play in carrying out the policy of the OPM.

Action: It was decided that the employment service would look further into the labor situation in the automobile industry at Atlanta, and would make a detailed report at the next meeting of the Committee.

During the last two meetings the problem of securing tool and die makers for the Intercontinent Aircraft Corporation, located at Miami, Florida, was discussed. According to information at that time, there appeared to be a dire need for these workers at this plant and, since there are few, if any, unemployed workers in these classifications available, consideration was given to the possibilities of negotiating a transfer of workers to this plant from non-defense employment. Mr. McCormack, at the last meeting, had given a report of his findings with respect to the availability of a few workers employed in Atlanta in non-defense industry as machinists who are taking supplemental training in tool and die making. The problem of securing up-to-date information on the situation at the

Intercontinent Aircraft Corporation was assigned to Dr. McDaniel. During this meeting, Dr. McDaniel presented a report on his visit to the Intercontinent Aircraft Corporation. He informed the Committee that the employer did not have any acute need for tool and die makers, and that this employer did not want to take any workers from other employers and did not feel that negotiated transfers of such workers would be necessary. The employer informed Dr. McDaniel that he had been very fortunate in obtaining workers in this classification and is using some skilled old men, who had previously moved to Florida because of the desirable climate, to fill his needs in this occupation. The employer also informed Dr. McDaniel that he had a nucleus force in some of the higher skilled occupations and that he would make an effort to fill his future needs in these classifications by training and upgrading.

Action: It was decided by the Committee that this case might be considered as closed for the time being, since there seems to be no acute problem.

Mr. McCormack stated that during the past week he had met with representatives of the employment service, schools, Civil Service Commission, and the Naval Air Station at Key West and discussed the effect of defense activity there upon the housing situation and also the effect of the housing situation on the turnover of labor at the Naval Air Station. It was pointed out that rents at Key West are being increased by leaps and bounds and that houses are renting for much more and in some cases several times as much as they are actually worth. Mr. McCormack stated that he had learned during this conference that about 9 out of every 10 persons who quit work at the Naval Aid Station do so because of exhorbitant rents. He stated that persons with whom he conferred believed that immediate action should be taken by the Fair Rent Committee to look into this situation. Mr. McGinnis stated that a regional representative of the Consumer Division of the Office of Price Administration is now located in the Regional Office of the Social Security Board in Birmingham and that, if the Committee thought it advisable, the matter might be brought to this representative's attention.

Action: It was agreed that Mr. McGinnis would contact the representative of the Office of Price Administration and present the problem to him. It was further agreed that Mr. McGinnis would make a report at a subsequent meeting concerning the steps that will be taken to correct this situation.

It was pointed out at the meeting that the Monocoupe Airplane and Engine Company, of Orlando, Florida, would probably shut down since it is understood that this firm is not building aircraft needed for national defense and, as a result, would probably have much difficulty in obtaining materials.

Action: It was decided that the employment service would look into this situation and give a report at a subsequent meeting.

Next Meeting

As decided at the last meeting, a meeting will be held at the Hotel Thomas Jefferson, Birmingham, Alabama, on Tuesday, September 23. A discussion was had as to who should be invited to the meeting. It was agreed that the presidents of the Alabama Federation of Labor and the Alabama State Industrial Union Council (CIO) should be invited to participate.

In the discussion as to the appropriate time and place of the meeting after September 23 and the persons who should be invited to such meeting, it was decided that a meeting would be held at the Thomas Jefferson Hotel, Birmingham, Alabama, on Tuesday, October 7, and that representatives of all plants in the entire Birmingham area which manufacture ammunition should be invited.

The meeting was then adjourned.

James H. McGinnis, Jr.
Acting Chairman,
Seventh Regional Labor Supply
Committee

CONFIDENTIAL R07-1825

Ninth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee)

Thomas Jefferson Hotel
Birmingham, Alabama
September 23, 1941

PRESENT: James H. McGinnis, Acting Chairman, U.S.E.S.
E. Q. Hawk, Bureau of Labor Statistics
Kendall Weisiger, Minority Groups
J. E. McDaniel, TWI
O. E. Myers, U.S. Civil Service Commission
J. T. Johnson, Jr., Captain, U.S.A., Office of Under Secretary of War

Alternates

M. A. Wilson, Research and Statistics Division, Bureau of Employment Security
Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
Walter E. Keyes, U.S. Office of Education
Robert Ansley, NYA
W. B. Klugh, U.S.E.S.
E. A. Greve, WPA of Alabama

Visitors: Emory E. Olsen, Assistant Chief, Labor Supply Branch, OPM
Sam E. Roper, President, Alabama State Federation of Labor
C. F. Anderson, Director, Alabama State Employment Service
C. P. Noland, Major, U.S.A., War Department, Ordnance Division
J. T. Gibson, Jr., Lt. Comdr., U.S.N., Navy Recruiting and Selective Service
J. T. Geohegan, Area Manager, Contract Distribution Service
W. V. Allen, Supervisor, U.S.E.S. Farm Placement Service
Sidney Janus, U.S.E.S. Occupational Analyst Section
Morgan Baker, Informational Representative, Social Security Board
A. R. Clark, Contract Distribution Service
J. E. Richardson, W. E. Richardson Machine Company, Birmingham

The meeting was opened by the Acting Chairman and persons in attendance were introduced.

Correction to Minutes of Eighth Meeting

The third sentence in the last paragraph on page 2 should be changed to show that civil service announcements formerly contained the statement that applications were not desired

from persons employed in private industry vital to national defense, but that such statement is now being omitted from the announcements. The statement in the fourth sentence that no application will be graded if it is known that the applicant is working in an establishment engaged in defense work should be changed to show that no application will be graded of an applicant holding a permanent position in the civilian executive branch of the Federal Government nor will any such person be certified unless he submits the written assent of the department or office to his taking the examination or to his being certified.

Plans for the meeting in Birmingham on October 7 with representatives of the most important firms in the Birmingham area which have defense contracts for ordnance materials and supplies were discussed. The Acting Chairman presented information with respect to the types of defense contracts held by these firms and reviewed the situation in these establishments with respect to current number of employees, anticipated hirings and layoffs during the next six months and methods used by these employers in recruiting workers, types of training given in and out of the plants to meet these firms' labor needs, etc. The question was raised as to whether there would be any difficulty in getting representatives of these concerns to attend the meeting. It was pointed out that no trouble had been experienced in getting representatives from industry to attend previous meetings. It was felt, however, that in inviting employer representatives to this meeting it would be desirable to fully acquaint them with the purpose and function of the Labor Supply Committee and the constituent agencies represented on that committee in order to impress upon them the importance of the meeting.

Action: It was decided that Mr. McGinnis, Dr. Hawk and Major Noland would work together in arranging an agenda, determining exactly who should be invited and whether the invitations should be issued to employers by means of letters or by personal contacts.

A discussion was had and information presented from employment service records as to the demand for and supply of workers in occupations in which stringencies are being felt in this region. It developed that there are current shortages in several of the shipyard occupations and in a few occupations not strictly shipyard in nature, such as machinists and tool and die makers. During this discussion it was pointed out by Mr. Roper that all unemployed members of unions are not registered with the employment service and that a supply of workers existed which is not reflected in the active files of the employment service. He stated, however, that he could not tell exactly what percentage of unemployed union members were registered with the employment service. It was generally agreed that it would be highly desirable to have all unemployed members of unions registered with the employment service.

Action: It was agreed that Mr. Roper, Mr. Anderson, Mr. Britton, and Mr. Klugh would look into the possibility of having all unemployed union members maintain active registrations with the public employment offices and determine what steps should be taken in this connection.

A discussion was had as to the anticipated labor needs of the shipyards in this region and the action that is being taken to meet these needs. It developed that the anticipated needs of these yards continue to increase. Col. Weisiger pointed out that Negroes could be used to fill a sizeable proportion of these needs. He informed the Committee that he is making a study of the anticipated accessions in shipyards by occupation in order to ascertain what occupations and in what ratio Negroes might be employed. It was also pointed out in the discussion that many of the shipyards in the region need to step up their TWI and apprenticeship programs. There was some doubt expressed as to whether preemployment training is adequate to meet probable future needs of shipyards in this region for graduate trainees since additional contracts for building ships continue to flow into this region. In view of the statement made at a previous meeting to the effect that consideration is being given in Washington to relaxing all restrictions on training authorities with respect to training beyond known demand in a given locality in those occupations in which national shortages either exist or are anticipated, and in view of the desirability of such a ruling, the following action was taken by the Committee:

Action: It was agreed that Mr. Keyes would contact Col. McSherry, Director of Defense Training, and request that the schools in this region be allowed to train workers in the occupations in which grave shortages are expected without regard to local or immediate needs or needs which employers anticipate in the next few months based on present contracts.

A discussion was had of a letter which has been received from Mr. Flemming relative to the effect of labor shortages on certain plants engaged in defense work which would like to expand their operations considerably but have been unable to do so by reason of labor shortages. Except for the shipyards, a study made by the Bureau of Labor Statistics in June shows that only one company in this region engaged in defense production, the Wheland Company, manufacturers of artillery ammunition components at Chattanooga, Tennessee, would expand appreciably except for labor shortages.

Action: It was agreed that representatives of TWI, Apprenticeship Unit of the Department of Labor, Occupational Analysis Section of the U.S.E.S., Tennessee Vocational Education Department, and the local employment office at Chattanooga would meet in Chattanooga on the day following the Labor Supply Committee meeting to look into the situation, formulate a plan to meet the employer's needs, submit it to the employer, take any action that appears appropriate and within their jurisdiction to have the plan carried out, and report to the Committee at the next meeting the work that has been done.

The probable effect and what should be done when the operations of plants are curtailed due to priorities of materials were discussed. Mr. McGinnis pointed out that there are a large number of firms in this region which will, no doubt, have to curtail operations in the near future due to inability to obtain sufficient raw materials. Several specific examples

were given. Particular attention was given to the Armstrong Tire and Rubber Company of Natchez, Mississippi, which has indicated that it will have to lay off a good number of workers during September due to shortage of rubber. Most of the other firms in this region which will be affected by priorities are those whose operations are dependent on iron and steel. Most of these, however, have not as yet made definite statements that they are sure that workers will be laid off. These employers are still hopeful that they will be able to get materials. It was indicated that the employment service is now working on the problem of securing information from employers who are likely to be affected by material priorities.

Action: With respect to the situation at the Armstrong Tire and Rubber Company, Mr. Keyes was requested to look into the situation at Natchez and consider the desirability and possibility of training the workers who are being laid off at Natchez for work in the shipyards on the Gulf. With respect to the large number of other firms which will probably be affected by material priorities, a sub-committee, consisting of Dr. Hawk and Mr. Wilson, was appointed to look into the displacement problem which will come about as a result of material priorities.

The problem which is anticipated at Atlanta and Memphis in connection with automobile assembly plants which will, no doubt, curtail operations as a result of the general curtailment of automobile production in the United States was discussed. It was pointed out that the assembly plants of the Chevrolet Division of the General Motors Corporation and of the Ford Motor Company in Atlanta have resumed full-time operations after a recent temporary shutdown. It was also pointed out that the assembly plant of the Ford Motor Company at Memphis has resumed operations after a temporary shutdown and is now working on a 4-day week schedule. The problem of transferring workers from the automobile industry, when operations in this industry are curtailed, to other employment was discussed in detail. It was felt that even now, as much information as possible should be secured from assembly plants in this region with respect to their future plans. It was pointed out, however, that detailed information with respect to future work schedules of the assembly plants at Atlanta and Memphis are usually not known far in advance by local officials in these plants.

Action: It was agreed that Mr. McGinnis, Dr. McDaniel, and a representative of the Georgia State Employment Service would contact officials of the Chevrolet and Ford plants in Atlanta, and also officials of the unions involved, to find out what the actual problems might be and report their findings to the Committee at a subsequent meeting. It was agreed that if sufficient information was not available locally, steps would be taken to secure the information from Detroit and Dearborn. It was also decided that after the preliminary work has been done, it would probably be advisable to ask Mr. Flemming to send representatives of the OPM from Washington to work with the Committee on the automobile problem at such time as more definite action might be needed.

The question as to the desirability and advisability of setting up local or area committees to work directly with the Regional Labor Supply Committee was discussed at length.

Action: It was generally felt that local or area committees should not be appointed at present. It was agreed, however, that when the Labor Supply Committee is confronted with a particular problem in a given area, local persons most familiar with the problem in such area will be called in to advise with the Committee on such problem, as has been the practice in the past.

A memorandum from the Acting Chairman of the Regional Labor Supply Committee for Region I, which pointed out that Whitman, Requardt & Smith of Huntsville, Alabama had advertised in the Providence Sunday Journal of September 7, 1941, for high grade draftsmen and designers for work on a national defense project at Huntsville, Alabama, was called to the attention of the Committee. The advertising had been done without consulting the public employment office.

Action: It was decided that a representative of the Alabama State Employment Service would contact this firm and make an effort to secure this concern's cooperation in the effort being made to control indiscriminate advertising for labor and point out the advantages of advertising through the employment service, if it found that such advertising is necessary.

As agreed at a previous meeting, a meeting will be held October 7 at the Thomas Jefferson Hotel, Birmingham, Alabama, with representatives of concerns manufacturing ordnance materials and supplies. It was decided that a meeting should be held at Knoxville, Tennessee on October 21; and that representatives of the Tennessee Valley Authority and the Aluminum Company of America should be invited to participate in the meeting.

The meeting was then adjourned.

Jas H McGinnis

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

CONFIDENTIAL R07-1842

Tenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina and Tennessee)

Thomas Jefferson Hotel
Birmingham, Alabama
October 7, 1941

PRESENT: James H. McGinnis, Acting Chairman, U.S.E.S.
Ben E. Harris, U.S. Office of Education
E. Q. Hawk, U.S. Bureau of Labor Statistics
Harold J. McCormack, WPA
J. T. Johnson, Jr., Captain, USA, Office of Under Secretary of War

Alternates

Robert Ansley, NYA
E. A. Greve, WPA of Alabama
W. B. Klugh, U.S.E.S.
M. A. Wilson, Bureau of Employment Security
W. S. Andress, U.S. Civil Service Commission

Visitors

Robert C. Weaver, Chief, Negro Employment and Training Branch, Labor Division, OPM
Albert W. Ray, Personnel Department, Attalla Manufacturing Company
G. W. Philips, Superintendent Industrial Relations, Republic Steel Corporation
J. C. Bailey, Works Accountant, Republic Steel Corporation
J. E. Golden, Employment Bureau, Tennessee Coal, Iron & Railroad Company
Yelverton Cowherd, Regional Director, Congress of Industrial Organizations
Sam M. Banks, Lt.(JG), USNR, Office of Resident Inspector Naval Materials
C. Z. Crain, Regional Supervisor, Training and Reemployment, WPA
W. S. Henderson, State Administrator, WPA, Alabama
Louie L. Rhudy, Assistant Administrator, NYA, Alabama
J. B. Bethea, Jr., Field Supervisor, Alabama State Employment Service
A. L. Bennett, Manager Birmingham Office, Alabama State Employment Service
V. J. Douglas, Director of Vocational Education, Birmingham Public Schools
R. E. Corbitt, First Lieut., USA, Ordnance Department, Birmingham Ordnance District
C. P. Noland, Major, USA, Ordnance Department, Birmingham Ordnance District
J. S. Bridges, Resident Manager, U.S. Pipe & Foundry Company, Birmingham
R. J. Haughton, General Works Manager, U.S. Pipe & Foundry Company, Burlington, N. J.
Frank E. Coffee, Labor Informational Representative, Social Security Board
Morgan Baker, Informational Representative, Social Security Board

A. R. Clark, Defense Contract Service
James I. Teat, Assistant District Representative, TWI
E. R. Plowden, State Director of Trade and Industrial Education, Alabama
P. W. Melton, Training Officer, Ordnance Department, Washington
A. F. Smith, Bureau of Employment Security

## General Discussion with Representatives of Manufacturing Plants Engaged in Work on Defense Contracts and Other Visitors Attending the Meeting

The meeting was opened by Acting Chairman McGinnis. He explained for the benefit of the visitors the organizational set-up and functions of the Labor Supply Committee and led a discussion of some of the work that has already been done by the Committee, some of the problems of labor supply with which it has been confronted, and problems which are anticipated. This discussion centered around present and anticipated labor shortages, problems arising out of priorities on materials, and approaches which have been and will be taken by the Committee and constituent agencies represented on the Committee to help solve these problems. Mr. McGinnis then reported on the current labor supply situation in Alabama, emphasizing the present and anticipated shortages of skilled mechanics which are and will be needed by firms represented at the meeting.

Representatives of manufacturing plants attending the meeting were called on to present any problems of labor supply which they are experiencing. Some of these manufacturers reported shortages of skilled mechanics but they indicated that these shortages are not slowing up their production, either on defense or non-defense work. It was brought out that efforts are being made by these manufacturers to provide, insofar as possible, the highly skilled mechanics needed through upgrading.

Representatives of the vocational education schools stated that training is being given in Alabama to help meet, insofar as possible, the employers' needs for trained workers. In this connection, however, it was brought out that the schools are having difficulty in obtaining priority ratings on certain types of equipment and materials needed, and that this has slowed up the training program somewhat. This problem of securing priority ratings for the vocational schools had been discussed at a previous meeting, and it was pointed out that a member of the Committee had already been assigned to take up this matter with Col. McSherry, Director of Defense Training, and see what can be done about it.

## Business Session

Mr. McGinnis made a report on the problem which was assigned to him at the eighth meeting in connection with the housing shortage and exhorbitant rent situation at Key West, Florida. He reported that he referred this problem to a representative of the Office of Price Administration and that this representative of the OPA has informed him that a local committee on fair rent is being set up by the Mayor of Key West to work on this problem. Mr. McGinnis stated that he hoped to obtain a written report on

this situation in Key West from the representative of OPA in the near future.

A report was made of the work of a sub-committee which was appointed during the last meeting to contact and assist the Wheland Company, manufacturers of artillery ammunition components, at Chattanooga, Tennessee, with its labor shortage problem. Officials of this company had indicated to the Bureau of Labor Statistics in June that they could expand appreciably except for shortage of skilled workers. It was reported that when visiting the plant the sub-committee was informed that shortages of 100 skilled machinists, including engine lathe operators, boring machine operators, and vertical boring mill operators, were now being felt in this plant. The plant now employs 300 workers, with a ratio of one helper or trainee to two skilled workers. These helpers, it is understood, are not actually being given very much responsibility due to risk of spoilage since the cost of the work in the machines operated in this plant ranges from $750 to $1200. The sub-committee made several recommendations to Mr. Wheland as to possible approaches to be taken in alleviating the shortage of machinists. They suggested that more responsibility be given to the helpers and that these workers be given an opportunity, under close supervision, to actually operate some of the machines. In addition, they suggested that Mr. Wheland place a clearance order for skilled machinists with the United States Employment Service, and also offered the assistance of an occupational analyst of the USES in breaking down the jobs in his plant. Mr. Wheland did not see any immediate possibility of assigning more responsibility to these helpers or for an increase or change in his apprenticeship and in-plant training program. The idea of placing a clearance order for machinists with the employment service did not meet his approval; and he was not interested in breaking down the jobs because he feels the nature of the machinists' work in this plant does not lend itself to job breakdown. The Wheland Company has used machinist helpers which have been trained by the local vocational schools as beginners in the plant and will continue to do so when they have openings for workers with limited amount of skills.

A report was made on the work of a sub-committee which was appointed during the ninth meeting to take whatever steps appeared necessary to encourage unemployed union members and those union members employed beneath their skills to maintain active registrations with the public employment offices. It was reported that this sub-committee had drafted a letter to Mr. S. E. Roper, President of the Alabama Federation of Labor, for the signature of Mr. McGinnis, Acting Chairman of the Labor Supply Committee, pointing out the desirability of having such union members registered with the public employment offices and urging that they take immediate steps to register. This letter was mimeographed and 500 copies were made available to Mr. Roper so that he could send sufficient copies to each local union (AFL) in Alabama for distribution to union members.

During the last meeting Mr. Keyes was requested to look into the situation at Natchez, Mississippi, where it was indicated that the Armstrong Tire and Rubber Company had laid off a good number of workers due to a shortage of rubber, and to consider the desirability and possibility of training these workers for work in the shipyards on the Gulf. Mr. McCormack

stated that Mr. Keyes could not be at this meeting but had given him the information on the situation at Natchez and requested him to transmit it to the Committee. It was reported that when Mr. Keyes went to Natchez he found that some 70 to 80 people had been released from the Armstrong Tire and Rubber Company but, with very few exceptions, they were younger people and had already left Natchez. For that reason, unless there are further lay-offs, no further steps need be taken in this connection.

Mr. McGinnis reported on the work of a sub-committee which was appointed at the ninth meeting of the Committee to look into the probable effect of and what might be done in connection with the anticipated lay-offs of workers at the automobile assembly plants in Atlanta as a result of expected curtailment of automobile production. He reported that this sub-committee had discussed this problem with officials of the assembly plants of the Ford Motor Company and General Motors Corporation, located in Atlanta, and also officials of the union involved. It was learned that the plants are now engaged in normal operations and plant officials are not anticipating any appreciable curtailment in employment until well into November. Officials of these plants informed the sub-committee that there might be some possibility of transferring a number of these workers to some of the other plants of their companies which are or will be engaged in defense production. They also indicated that these plants in Atlanta could be used for assembling army transportation units and probably anti-aircraft gun units and that there is a possibility that some of the defense work of their companies on present or anticipated contracts may be allotted to these plants in Atlanta to enable them to keep almost if not all of their present force. Whether this will be done is as yet unknown. Since continuation of work at these plants is so problematical, company officials and the representative of the CIO who were contacted seemed eager to cooperate with the efforts which are and will be made by the Labor Supply Committee to find other employment for those workers who will probably be laid off in these plants. Plant officials have no objection to negotiated transfers of individuals from these plants to national defense work; in fact, they would welcome efforts in that direction. Mr. McGinnis reported that arrangements were made, with the enthusiastic approval of plant officials, for an inventory of occupational skills of workers now employed in the plants through the use of occupational check lists developed by the United States Employment Service. Unfortunately, it appears that there is very little opportunity of placing these workers in other employment in Atlanta or elsewhere in Georgia. Probably the places where they will be needed most are in the shipyards of this region, all of which are located several hundred miles from Atlanta. In order to transfer these workers to shipyards, it is recognized that some retraining will be needed before these workers could be considered as suitable for shipyard work at wages comparable to their present earnings. In view of the above, it was agreed that the Committee should proceed slowly in relation to this problem in order to avoid raising false hopes in the workers at these assembly plants. Mr. McGinnis informed the Committee that he had already made a complete report on the situation at Atlanta to Mr. Flemming, Chief, Labor Supply Branch of the OPM.

The problem which had been brought up by Mr. Douglas, Director of vocational education in the Birmingham public schools, earlier in the day, was discussed. Mr. Douglas had stated that the Ordnance Department needs junior inspectors and wants the schools to train them. He had pointed out, however, that there would be some difficulty in training these workers because of the schools' inability to secure micrometers, gauges, etc., which would be needed in giving such training.

Action: It was agreed that Captain Johnson would discuss this problem fully with the schools and with the Ordnance Department and see what arrangements could be made for getting the necessary micrometers, gauges, etc., for the schools.

With respect to the desirability of having all unemployed workers and those workers qualified for jobs in higher skills than they are now using registered with the employment service, and in view of the shortage of tool and die makers, the question was raised as to whether the workers in Atlanta who are now employed as machinists and are taking supplemental training in tool and die making are now or will be registered with the employment service after they have become qualified for work in the higher skilled classifications. It appeared particularly desirable to have these workers registered due to the acute shortage of tool and die makers.

Action: It was agreed that Dr. Harris would get in touch with Mr. Wommack, Director of Trade and Industrial Education for Georgia, and request him to urge these workers to register with the employment service if they have not already done so.

It was reported at the meeting that there appears to be a shortage of power sewing machine operators for work in textile and garment manufacturing plants in several locations in the region. This problem had previously been called to the attention of the Labor Supply Committee by a letter from Mr. McKelvey, Counsel of the Southern Garment Manufacturers Association. In this letter Mr. McKelvey had requested the Committee's assistance in having training courses set up to train power sewing machine operators for work in garment manufacturing establishments. A questionnaire had been forwarded to Mr. McKelvey, requesting more detailed information as to the garment manufacturers' needs for power sewing machine operators but no reply has been received by the Committee. It was suggested that since probably there is a real shortage of power sewing machine operators, it would be desirable for a sub-committee to call on Mr. McKelvey and discuss this problem with him in detail and to invite him to the Labor Supply Committee meeting which will be held in Knoxville, so that he could also discuss this problem with the entire Committee.

Action: It was agreed that Mr. Smith and Mr. Wilson would call on Mr. McKelvey at Nashville and invite him, on behalf of the Labor Supply Committee, to meet with the Committee

in Knoxville, and to discuss with him, prior to the meeting, the situation with respect to the needs of southern garment manufacturers for power sewing machine operators.

Since it is very likely that needs for workers in the shipyards will exhaust in many instances the local supply and necessitate considerable in-migration to shipbuilding centers, the advisability of training Negroes in these localities in certain shipyard occupations in which heretofore only white workers have been employed in most of the yards in this region was discussed. Dr. Weaver pointed out that it would be desirable to train a number of Negroes now at these shipbuilding centers, without regard to the immediate demand for their services, so that as acute local shortages develop they will be available to help alleviate these shortages and reduce in-migration to shipbuilding centers to a minimum. He indicated that in some places this has already been done and that Negro workers are now being employed in some occupations and in some establishments where they have never been previously employed.

As agreed at the ninth meeting, a meeting will be held in Knoxville, Tennessee, October 21, and representatives of the Tennessee Valley Authority and the Aluminum Company of America are to be invited to participate in this meeting. As indicated above, Mr. McKelvey, Counsel of the Southern Garment Manufacturers Association, Inc., will also be invited to participate in the meeting.

The meeting was then adjourned.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

CONFIDENTIAL

Eleventh Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia Mississippi, South Carolina, and Tennessee)

Andrew Johnson Hotel
Knoxville, Tennessee
October 21, 1941

PRESENT: James H. McGinnis, Acting Chairman, U.S.E.S.
Kendall Weisiger, Consultant, Minority Groups, OPM
Ben E. Harris, U.S. Office of Education
J. E. McDaniel, TWI
E. O. Hawk, Bureau of Labor Statistics
Harold J. McCormack, WPA

Alternates

Walter E. Keyes, U.S. Office of Education
Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
Robert Ansley, NYA
W. S. Andress, U.S. Civil Service Commission
William B. Klugh, U.S.E.S.
A. Frederick Smith, Bureau of Employment Security, Social Security Board

Visitors

Walter Burr, Assistant to Chief, Labor Supply Branch, OPM
Ira B. Cross, Jr., Labor Division Representative, OPM
Robert C. Weaver, Chief, Negro Employment and Training Branch, Labor Division, OPM
Sidney Janus, Occupational Analyst, U.S.E.S.
Gerard S. Napoletano, Occupational Analyst, U.S.E.S.
M. A. Wilson, Bureau of Employment Security, Social Security Board
Morgan Baker, Informational Service Representative, Social Security Board
E. B. Rhegness, Manager Knoxville office, TSES
J. M. Horton, District Supervisor, TSES
C. E. Love, Assistant Director, TSES
E. C. Cain, Field Supervisor, TSES
J. M. Parmelee, Apprenticeship Unit, U.S. Department of Labor
J. W. Styles, Apprenticeship Unit, U.S. Department of Labor
M. G. Little, Chief, Training Division, Personnel Department, TVA
Ralph E. Dunford, Head Employment Officer, TVA
George Slover, Chief, Employment Division, TVA
A. S. Jandrey, Director of Personnel, TVA
E. B. Shultz, Chief, Personnel Relations Division, TVA
J. R. Crittenden, Major, U.S.A., Selective Service
D. S. Marston, Supervisor, National Defense School, Knoxville
Wilson New, Director Vocational Education, Stair Tech High School, Knoxville
G. E. Freeman, Director Vocational Education, Tennessee State Department of Education

Donald F. Steinbaugh, State Director, Division of Training and Reemployment, WPA, Tennessee
Brooks R. Mabry, District Director of Training and Reemployment, WPA
W. Lee McElrath, Personnel Director, Champion Paper & Fibre Company, Knoxville
Wm. S. Fowler, Personnel Director, Fulton Sylphon Company, Knoxville
Victor M. Davis, Personnel Director, University of Tennessee
Paul R. Christopher, Executive Secretary, Tennessee State Industrial Union Council (CIO)
Burgin E. Dossett, Manager Knoxville office, Social Security Board

Acting Chairman McGinnis opened the meeting and introduced the representatives of the Tennessee Valley Authority, representatives of manufacturing plants, committee members and visitors. Mr. McGinnis discussed the national and regional organization of the Labor Supply Committees and the aid to industry which the members of the Committee are giving.

GENERAL DISCUSSION WITH REPRESENTATIVES OF TVA, FULTON SYLPHON COMPANY, AND OTHER VISITORS

Representatives of the TVA were called upon to discuss any labor supply problems which they might be facing and to discuss the personnel recruitment and training policies of the Authority. These representatives stated they had reached cooperative understandings with private employers in the area with respect to recruiting activities so as not to cause unnecessary transfers of workers between the TVA and private employers in the area. The Tennessee State Employment Service is being advised of the needs of TVA and this Service has been given some orders for workers. The TVA is at present in need of engineers, an order for which has been given the TSES, with the order now in clearance. It was stated that TVA now has approximately 1250 openings for engineers. It was stated that applications from employees now in defense industries are not considered for employment.

The TVA has long carried on special on-the-job training for journeymen and also an apprenticeship training program. It cooperates with the Universities and with the vocational education authorities in their respective educational and training programs in the area. The Authority has felt some tightening of the labor market, particularly during peaks of construction in the area, but the problem is not serious. The TVA at the present time has a total payroll of approximately 30,000 employees.

A discussion was held in relation to priorities as applied to labor supply for construction projects and manufacturers. Mr. Burr discussed the problem, stating that the idea of priorities of labor had been explored but that voluntary, cooperative, non-restrictive methods would be used first, and that material priorities, as now in effect, are to some degree a type of labor priority. He also stated that in some areas employers have entered into agreements to cooperate with each other and with other agencies to prevent undesirable labor competition.

Acting Chairman McGinnis stated that he was hopeful that an association of personnel men would be established in Birmingham to work toward

improved personnel practices covering more than one plant, and to cooperate in the use of the labor supply and to prevent unnecessary transfer of workers between plants in the Birmingham area.

Mr. Paul Christopher, Executive Secretary of the Tennessee State Industrial Union Council, stated that he did not consider the Labor Supply Committee as a grievance committee but that a problem has arisen at the Volunteer Ordnance Works in Chattanooga which he would like to call to the Committee's attention. He stated that when CIO members are referred to the Ordnance Works the AFL will not give them working permits, even though workers are badly needed by the company for the construction of the plant. After discussion, the Committee suggested that Mr. Burr discuss this problem in Washington.

Mr. W. S. Fowler, of the Fulton Sylphon Company, was called upon to discuss any labor supply problems his company might be facing. Mr. Fowler stated that they had several contracts with the Army and Navy and the company currently employs approximately 1400 workers, which is approximately double the number of two years ago. He stated that he has an acute need for several precision machinists and tool grinders, but that his greatest need is for tool grinders. After discussion, he agreed to give an order to the TSES which would be put into regional or national clearance if the order could not be filled locally or in the State. This company has an apprenticeship program operating on a recently relaxed rule with the cooperation of the union. Where the company once had one apprentice for every ten skilled workers, they now have one apprentice for every five skilled men. More apprentices could be added to do rough grinding, with the skilled men finishing the work, if such an agreement is reached with the union. In-plant training is being carried on, even for old employees. The company operates under closed shop agreements with two unions, one for production workers and one for machinists. Mr. Fowler stated that the company had lost two machinists who were being trained to become supervisors. These machinists went with the Vultee Aircraft company in Nashville, due to being promised more overtime although the wage rate was the same. Mr. Fowler suggested that a former committee of personnel men might be revived in the Knoxville area.

## BUSINESS SESSION

The minutes of the last meeting were taken up and approved.

Officials of the Tennessee State Employment Service reviewed the training activities in Nashville of aircraft workers. It was stated that approximately 1200 men were trained for the Vultee company and were without jobs at one time. The company took some of the trainees each week at the start of the training program but stopped after about three weeks. As a consequence, many of the trainees left Nashville for jobs with aircraft companies in other areas. At the present time the TSES has a clearance from the Glenn L. Martin Company of Baltimore for 2000 trainees. Immediately after this order was received, an official of the Vultee company called the Employment Service and stated that every trainee in the State

would be needed by his company. It was stated that there might not be sufficient potential trainees trained for these and other openings for graduate trainees which may be given. It was stated, however, that the WPA had made arrangements whereby trainees from the lower tier of Kentucky counties could be trained in Tennessee when the need arises. The Employment Service requested a statement as to the policy to follow in filling these two orders.

Action: The Committee requested the TSES to secure immediately a definite statement of requirements from the Vultee company; to determine the number of surplus trainees which will remain for referral to the Martin company; and to request the Martin company to send a man to Nashville to interview and hire the trainees prior to their going to Baltimore.

Mr. Cross, Labor Division Representative of the OPM, discussed material shortages and unemployment which may arise in the region as a result of these shortages. He also discussed the priorities system, setting forth the different types of priorities orders put into effect. He set forth the procedures for certification of a community which would be hard hit by material shortages and discussed the making of community surveys of such areas. A number of questions were asked and a discussion was held on the difference in costs of production between northern companies with automatic machines and southern companies with available labor but without automatic machines. It was stated that southern companies could not compete favorably with northern companies because of the higher unit costs of production.

Mr. McGinnis read reports from the War Department, Cincinnati Ordnance District, concerning the Fulton Sylphon Company of Knoxville and the Columbian Iron Works and the Wheland Company of Chattanooga. The Fulton Company's problems had been discussed earlier in the meeting and action taken. The problems of the two other companies had been discussed at previous meetings.

Action: The Committee requested Mr. McGinnis to take up the matter for further discussion with Captain Johnson, and requested Dr. McDaniel to call upon the Columbian Iron Works and the Wheland Company and ask these companies to give an order for workers to the TSES and to discuss in-plant training, if it is needed in these plants.

Mr. McGinnis suggested that, since the Committee had in the past contacted different members of plant personnel, it would also be well to contact top management of these plants after a formal appointment is made by the Acting Chairman. Mr. McGinnis suggested that the contacts be made by a member of the Committee and a member of the State Council of Administrators of the State in which the plant is located. After discussion, the following action was taken:

Action: Assignments for contacting these plants were made as follows: Charles A. Britton, Tampa Shipbuilding Company; Harold J. McCormack, Vultee Aircraft, Inc.; Dr. McDaniel and Colonel

Weisiger, Gulf Shipbuilding Corporation and Alabama Drydock and Shipbuilding Company; Dr. Hawk, Ingalls Shipbuilding Corporation; Dr. Harris, Attalla Manufacturing Company, Republic Steel, and Lansdowne Manufacturing Company; and Mr. Ansley, the Cincinnati Ordnance District of the War Department.

Acting Chairman McGinnis reported on the establishment of defense referral offices at each Army camp where more than 8000 men are located. Soldiers discharged, when qualified, will be referred through these offices on national clearance orders to defense jobs as near their homes as possible or where they desire.

Mr. McGinnis reported that the inventory of occupational skills under way at the Ford and Chevrolet assembly plants in Atlanta will be available in approximately one week. The Committee discussed the possibility of these plants being used as assembly plants for army transportation units since over one-third of the troops of the United States Army are located in this region and it was believed to be logical that such assembly be done in this region. It was suggested that it might be possible for the OPM to make representation to these companies for continuation of assembly in this region rather than continuation of assembly in other areas while shutting down the plants in this region.

Mr. Wilson, member of a sub-committee appointed to visit Mr. McKelvey, Counsel for the Southern Garment Manufacturers Association, made a report on the visit. Due to pressure of work Mr. McKelvey, who was invited to attend this meeting of the Committee at Knoxville, could not do so. During the discussion of the labor supply problems of garment manufacturers in this region, it was pointed out that they are experiencing difficulty in obtaining qualified power sewing machine operators. In this connection, it was reported that garment manufacturers with defense and non-defense orders are transferring their best workers to defense production because of the rigid specifications on defense orders. This transfer of workers from non-defense to defense production in those plants working on defense orders has created a shortage of workers in these plants for work on non-defense orders, and, in a number of instances, shortages are being felt in defense production. The possibility of training workers for this industry under the defense training program was discussed. The occupational title "power sewing machine operator" for the garment manufacturing industry is not now included on the list of occupations approved by the OPM for vocational training courses for defense workers. Since some garment manufacturers who are feeling the shortages are working almost solely on defense orders, others working on defense and non-defense orders and still others working solely on non-defense orders, it would be difficult to determine whether occupations which are peculiar to this industry should be included on such list, even if vast quantities of data covering this industry for the nation as a whole were available. In view of these facts and since the OPM already has an established procedure whereby councils of State and local administrators for defense training may, in those instances where there is a need for training and they believe such

training is in the interest of the national defense program, request the OPM's approval of defense training courses in unlisted occupations, it was felt that this approach is the best one to take in helping to alleviate the labor shortages being experienced by garment manufacturers in this region who are engaged in work on defense orders.

After some discussion, it was decided to hold a meeting of the Committee in Memphis, Tennessee, at 9:00 A.M., November 4, 1941.

The meeting was then adjourned.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

R07-1862

CONFIDENTIAL

Twelfth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

Claridge Hotel
Memphis, Tennessee
November 4, 1941

PRESENT: James H. McGinnis, Acting Chairman, U.S.E.S.
John Pritchard, NYA
J. E. McDaniel, TWI
E. O. Hawk, U.S. Bureau of Labor Statistics
J. T. Johnson, Jr., Major, U.S.A., Office of Under Secretary of War

Alternates

Charles A. Britton, Apprenticeship
W. S. Andress, U.S. Civil Service Commission
W. E. Keyes, U. S. Office of Education
A. Frederick Smith, Bureau of Employment Security, Social Security Board
Robert Ansley, NYA
W. B. Klugh, Assistant Labor Supply Officer, U.S.E.S.

Visitors

Sidney Janus, Occupational Analyst, U.S.E.S.
W. A. Seeley, State Supervisor of Trade and Industrial Education, Nashville
C. C. Sutton, Supervisor, Trade and Industrial Education, Memphis
Donald F. Steinbaugh, Director, Training and Reemployment, WPA, Nashville
Bruce Overton, State Administrator, NYA
Hal Holt Peel, District Manager, WPA, Memphis
W. W. Worthington, District Director, Training and Reemployment WPA
Sam Houston, Representative Memphis U.S. Engineers Office, War Department
J. M. Parmelee, Apprenticeship Unit, U.S. Department of Labor
Len G. Loring, Memphis Trades Labor Council
Ike Friedman, Manager, Memphis Office, Tennessee State Employment Service
R. E. Peterson, Assistant to Manager, Virginia Bridge Company, Memphis
E. F. Koblish, General Manager, Sefton Fibre Can Company, Memphis
L. A. Horton, Office Manager, Sefton Fibre Can Company, Memphis
E. Riley, Secretary, Sefton Ordnance District, Memphis
S. W. Simpson, Assistant Government Auditor, Sefton Ordnance District
F. H. Wulfekuhl, Field Auditor, Sefton Ordnance District
Amy Brown Miles, State Director, Office of Government Reports
Nelda Porter, Secretary, Sefton Fibre Can Company
W. V. Allen, Farm Placement Supervisor, Social Security Board
S. E. Bryant, Commissioner of Labor, Nashville
W. R. Henderson, CIO Field Representative, Memphis
Paul Jessen, Director, Tennessee State Employment Service, Nashville

E. M. Norment, District Supervisor, Tennessee State Employment Service, Memphis
Gerard S. Napoletano, Occupational Analyst, U.S.E.S.
T. J. Starling, Regional Director, UAW-CIO, Atlanta, Georgia
Walter Burr, Assistant to Chief, Labor Supply Branch, OPM, Washington
Ben McCullough, President, Ford Local 903, UAW, CIO, Memphis
Bethel Judd, UAW, CIO
John S. Roulhac, Manager, Memphis Office, Social Security Board
G. O. Britt, Continental Piston Ring Company, Memphis
L. J. Canale, Continental Piston Ring Company
Cecil Duke, Field Supervisor, Tennessee State Employment Service
R. L. Woods, Personnel Director, Fisher Memphis Aircraft

Acting Chairman McGinnis opened the meeting and discussed the national and regional organization of the Labor Supply Committees. Mr. McGinnis set forth some of the problems of labor supply, of unemployment resulting from materials shortages, and discussed the types of defense training in effect. Members of the Committee and visitors were introduced.

GENERAL DISCUSSION WITH REPRESENTATIVES OF SEFTON FIBRE CAN COMPANY, CONTINENTAL PISTON RING COMPANY, VIRGINIA BRIDGE COMPANY, FISHER MEMPHIS AIRCRAFT DIVISION AND OTHER VISITORS:

A general discussion was held on disruptive recruiting practices. No cases were reported to have occurred in Memphis but it was stated that a representative of the Goodyear Rubber Company, Aviation Division, Akron, Ohio, had attempted recently to recruit employees of the Vultee Company in Nashville. It was stated that an employee of the Vultee Company acted to refer workers to this representative but that the representative had left after pressure was brought by the City. Officials of the Tennessee State Employment Service stated that they contact all firms that come into Tennessee and advertise for workers but there is no State law to prevent such labor recruitment practices.

It was reported that the Ford Motor Company in Memphis had laid off 116 workers on November 1 and 2, with 537 more to be laid off by the end of the month. It was stated that check lists are being filled out for employees of this plant. A discussion was held on the possibility of WPA in-plant training for workers in the Ford plant, but it was pointed out that this training program could not be set up for this type of situation.

Mr. Koblish, General Manager of the Sefton Fibre Can Company, was called upon to discuss any labor supply problems his company might be facing. Mr. Koblish stated that the company had no problems at present as the plant would not begin production until approximately January 1, 1942. The company will manufacture fibre containers for shells. Key production men are being trained in St. Louis and they will train other workers in Memphis in the near future. Mr. Koblish stated that no serious labor supply problems are anticipated as material shortages in sheet metal and board plants should provide sufficient workers, in addition to others available. In response to a question by a representative of the Sefton

Company as to the ethics of hiring an employed worker, the discussion brought out the policy that employees in defense industries, working at top skills, should not be hired by another company. Mr. Burr discussed this question and proposed cooperation in the use of the labor supply for the common purpose of defense. He also discussed lay-offs due to priorities and material shortages and stated that these workers should be employed on defense work as soon as possible.

Mr. G. O. Britt, Continental Piston Ring Company, discussed his labor supply problems, stating that he seriously needs one automatic screw machine set up man. He stated that the company now employs 129 people and will expand to approximately 250 workers. The company has a policy of in-plant and apprenticeship training, with ample trainees to meet the demands. Some difficulty is being experienced in securing sufficient high-speed steel.

Mr. R. E. Peterson, Assistant to the Manager, Virginia Bridge Company, was called on to discuss the problems his company might be facing. Mr. Peterson stated that approximately 95% of their work is now on defense construction such as aircraft hangars, bridges, etc., but that no labor supply problems had been encountered as there seems to be a sufficient supply of construction workers available.

Mr. R. L. Woods, Personnel Director of the Fisher Memphis Aircraft Company, stated that his company is being delayed on going into production because of tooling up, lack of materials and other problems. The company will produce wing assemblies for bombers but, due to delays, Mr. Woods could not state when the main demand for workers would occur.

Mr. Sam Houston, representative of Memphis U. S. Engineers Office, was called upon to discuss any labor supply problems encountered by his office. Mr. Houston stated that no serious labor supply difficulties are being faced but that wage differentials between areas are causing contractors some difficulty in bidding on projects. He stated that the wage scale for common labor in Cairo, Illinois had been set at 65¢ per hour, while in Memphis it was 35¢ per hour.

Mr. Paul Jessen, Director of the TSES, reported that the Vultee Company in Nashville, in addition to another order, had also given an order to the Nashville office of the TSES for approximately 1500 women workers. No previous training is required but these women have to pass an intelligence test prior to being employed by the company. These women will be employed at manual repetitive operations such as sorting parts and it is planned to put an assembly line into operation. Mr. Jessen also reported that there is an order in the Memphis office of TSES for 3000 women to be employed at the Wolf Creek Ordnance plant, Milan, Tennessee, when it is completed, the construction of which is now 80% complete.

Considerable discussion was held on housing problems. Mr. Jessen stated that workers in Tennessee wish to know more about the housing situation in Baltimore before going to that City for work with the Martin Company. He stated that although the clearance order included the information that housing could be secured for $8.00 to $10.00 a week, individuals who had been in Baltimore and had returned to Tennessee stated that housing

could not be secured at any price. Mr. Jessen was requested to call the manager of the Baltimore office of the Maryland State Employment Service to secure needed information. It was also stated that, although 300 housing units are being built in Milan, there is still rather an acute problem and that Memphis is short of inexpensive housing units. Some discussion was held on the possibility of knowing specifically the current housing situation in defense areas throughout the region, particularly insofar as the needs of the Civil Service Commission are concerned. No decision was reached but it was decided that further thought would be given to the subject.

BUSINESS SESSION

The minutes of the last meeting were taken up and approved.

Discussion was held on the necessity of holding committee meetings for longer than one day.

Action: The Committee decided that, if possible, an attempt should be made to transact all business of the Committee in a one-day meeting. Discussion was held on the subject of the next meeting place of the Committee.

Action: The Committee decided to hold the next meeting on November 18 in Mobile, Alabama, at the Admiral Semmes Hotel.

Discussion was held on material shortages problems and possible resulting unemployment in the stove manufacturing industry, particularly in the Chattanooga, Tennessee area. Mr. McGinnis reported that 25 stove manufacturers in that area now employ approximately 7,000 workers and that these workers probably face displacement because of material shortages unless the industry receives defense orders.

Action: The Committee decided that further information should be secured on what the stove industry can manufacture for the defense program. Major Johnson and Mr. Ansley were appointed as a sub-committee to contact the Cincinnati Ordnance District headquarters on this matter.

Discussion was held on requesting a report by the Alabama Council of State Administrators on the Defense Training Program, setting forth information on training activities for the Mobile area, such report to be presented to the committee at the Mobile meeting.

Action: Members of the Committee representing the Employment Service, NYA and vocational education are to request their respective State directors in Alabama to compile such information for the Committee.

Considerable discussion was held on "all out" defense training in the States in this region. The problems of transportation of training facilities to small towns and of daily transportation of trainees to training

classes was also discussed. Since contracts have continued to expand in volume, particularly in the shipbuilding industry, it was the belief of members of the committee that more extensive training should be carried on to meet what may be the prospective demands of defense industries over and above known local or State needs and that the limitation of training to meet local or State needs should be relaxed.

Action: The Committee wishes to recommend to the OPM that local and State Councils of Administrators should be instructed in writing to proceed with defense training beyond actual known needs.

Mr. Keyes brought to the attention of the Committee the fact that vocational education training schools are having considerable difficulty in securing training materials because of the low priority ratings on this material. It was stated that a number of training stations would close in the immediate future unless welding rods are received.

Action: The Committee instructed Mr. Keyes to make a detailed report on the problem and to present this report to Mr. Burr for discussion with officials of the OPM in Washington.

A report was made by Mr. McCormack who was appointed at the last committee meeting as a member of a sub-committee to contact the Vultee Aircraft, Inc., by a formal call for the Committee. Mr. McCormack reported that the company was pleased with the follow-up interest shown by the committee and it was determined that the company would employ from 200 to 300 trainees a month for the next five months. Mr. McCormack reported that this number would be greatly exceeded by the number of trainees made available if the training facilities of the State were fully employed and that it appeared, therefore, that Tennessee aircraft trainees can be divided between Vultee at Nashville, Fisher Memphis Aircraft at Memphis, and the Glenn L. Martin Company at Baltimore.

Mr. McDaniel, who had been appointed at the last committee meeting to contact the Wheland Company at Chattanooga, reported that the Wheland Company stated that it did not hope to secure 100 machinists but could use some if they were available. He stated that the Wheland Company claimed that it is training enough workers to take care of its other demands. It was reported that no order for machinists has as yet been given the TSES.

Mr. McGinnis read excerpts from a letter written by the Indiana State Employment Service Clearance Supervisor to Mr. S. E. Bryant, Commissioner of Labor for Tennessee, to the effect that the Cincinnati Ordnance District Headquarters had contacted the Muncie, Indiana, office of the ISES in relation to that office supplying operators for the Wheland Company.

Action: The Committee discussed the matter and instructed Major Johnson and Mr. Robert Ansley to take this subject up with the Cincinnati Ordnance District, in addition to the other subjects.

Mr. McGinnis brought to the attention of the Committee the difficulties being encountered with the DuPont Company at Childersburg where

the Company had refused to hire workers who had traveled considerable distances after having been referred to them on clearance orders. Discussion was held on the problem and the following action was taken:

Action: Mr. Harris and Mr. Klugh were appointed as a sub-committee to investigate the situation and to report back to the committee.

Mr. Andress, Assistant Manager of the Fifth U. S. Civil Service District, stated that 410 mechanic learners are needed immediately at Brookley Field, Mobile. These will be boys, age 16 to 25, selected after a mechanical aptitude test, to begin at $85 per month and at the end of three months, if they make good, they will be raised to $105 per month. During the first three months they will be trained at various points in Alabama and will later go to Brookley Field. Mr. Andress requested the assistance of all agencies in attempting to secure these trainees.

The meeting was then adjourned.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

CONFIDENTIAL R07-1880

Thirteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Admiral Semmes Hotel
Mobile, Alabama
November 18, 1941

PRESENT: James H. McGinnis, Acting Chairman
Labor Supply Officer, U.S.E.S.
E. O. Hawk, Bureau of Labor Statistics
Ben E. Harris, U.S. Office of Education
J. E. McDaniel, TWI
J. T. Johnson, Jr., Major, U.S.A., Office of Under Secretary of War
Kendall Weisiger, Minority Groups, OPM

Alternates

E. A. Greve, WPA
Robert Ansley, NYA
A. Frederick Smith, Bureau of Employment Security
W. S. Andress, U.S. Civil Service Commission
Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
W. B. Klugh, Assistant Labor Supply Officer, U.S.E.S.

Visitors

V. B. Dixon, Col. A.C., Commanding Officer, Brookley Field, Mobile
C. M. Ward, Director of Vocational Education, Mobile Public Schools
Sidney Janus, U.S.E.S.
W. G. Whitsitt, Contract Distribution Division, OPM, Nashville, Tennessee
L. E. Geohegan, Contract Distribution Division, OPM, Birmingham
W. D. Gardner, State Superintendent of Trade and Industrial Education, Jackson, Mississippi
E. R. Plowden, State Department of Education, Montgomery, Alabama
C. R. Hale, State Department of Education, Tallahassee, Florida
E. I. Bernd, Representative, U.S. Civil Service Commission
James R. Stephens, Representative, U.S. Civil Service Commission
Mrs. Robert Williams, Architect, National Resources Planning Board, Mobile
Arch Winter, Consultant, National Resources Planning Board, Mobile
Louie L. Rhudy, Assistant Administrator, Alabama NYA
H. Hill, Gulf Shipbuilding Corporation, Mobile
W. R. Guest, Ingalls Shipbuilding Corporation, Pascagoula, Mississippi
E. W. Rush, Alabama Drydock and Shipbuilding Company, Mobile
William T. Daly, Alabama Drydock and Shipbuilding Company, Mobile
W. E. Patterson, District Director, Training and Reemployment, WPA, Mobile
J. C. Flowers, Administrator, Mississippi NYA, Jackson
J. B. Bethea, Jr., Field Supervisor, Alabama State Employment Service, Montgomery
C. F. Anderson, Director, Alabama State Employment Service, Montgomery

Lon B. Moreland, Aluminum Ore Company, Mobile
P. S. Bailey, Manager, Alabama State Employment Service, Mobile
David H. Stowe, Bureau of the Budget, Washington
E. L. Bilodeau, Shipbuilding Field Representative, Apprenticeship Unit, U.S. Department of Labor, Austin, Texas
Walter Burr, Assistant to Chief, Labor Supply Division, OPM, Washington
Dr. Will W. Alexander, Consultant, Labor Division, OPM, Washington
Harvey E. Mason, Field Supervisor, Mississippi State Employment Service, Jackson
George A. Toulmin, Field Supervisor, Alabama State Employment Service, Mobile
Morgan Baker, Informational Representative, Social Security Board, Birmingham

Acting Chairman McGinnis opened the meeting and introduced the members of the Committee and the visitors. Mr. McGinnis explained the organization and functions of the Labor Supply Committee and the work done by the individual representatives on the Committee. He gave a brief summary of the sixth meeting of the Committee, held in Mobile, and of the occurrences which had happened since that meeting.

GENERAL DISCUSSION WITH REPRESENTATIVES OF THE ALABAMA DRYDOCK AND SHIPBUILDING COMPANY, GULF SHIPBUILDING CORPORATION, INGALLS SHIPBUILDING CORPORATION, ALUMINUM ORE COMPANY, BROOKLEY FIELD, AND OTHER VISITORS

A general discussion was had on the housing situation in Mobile and Pascagoula in relation to the effects of housing on the ability to secure an adequate labor supply. It was brought out that there would be an influx of 15,000 to 16,000 additional workers to the Mobile area within a year and that the housing situation is already serious. Mr. Hill, Vice-President of the Gulf Shipbuilding Corporation, informed the Committee that his company is building 600 housing units which will be completed by the end of January, but that the company now has more applications on file than the number of units being built. He stated that something drastic would have to be done immediately in regard to housing conditions as the company will be unable to secure enough workers to meet contract commitments unless more housing facilities become available. Mr. Daly, Alabama Drydock and Shipbuilding Company, stated that the company was expecting to have difficulty in recruiting workers in the immediate future because of lack of housing. Mr. Guest, Vice-President of the Ingalls Shipbuilding Corporation, stated that there were some housing openings in Pascagoula but that these openings will not meet demands. He also pointed out that workers are commuting daily to Pascagoula from as far as 40 to 50 miles. Mr. Guest considered that Negro housing conditions were bad. Col. Dixon, Commanding Officer, Brookley Field, stated that 1125 housing units have been planned for Brookley Field but that this number may be inadequate. He stated that Brookley Field now has 1000 employees, with an estimated minimum of 4500 civilian personnel to be required. Mr. Winter, Consultant, National Resources Planning Board, stated that a number of surveys had been made of the housing situation in Mobile. Mr. Winter further stated that there would be difficulty in relation to sewer and water connections as plans for these utilities have not been set up to take care of the increased load. After further discussion the following action was taken:

Action: The Committee considers that there will be no solution of the labor supply problem until further housing is provided and requests Mr. Burr to impress on the housing officials the urgency of the need, and further requests Mr. McGinnis to present the problem to the Regional Director of Defense Health and Welfare Services.

Considerable discussion was had on defense training for Negroes. It was stated that there is no defense training for Negroes being carried on in Alabama except at Tuskegee, but that approximately 4000 Negroes are receiving training in such regular vocational education training courses as mining, electricity, woodworking, cooking, etc. It was stated that there had been no defense training in Mississippi for Negroes, and that it was not considered necessary until the present excess number of white graduate trainees were employed. Dr. Alexander discussed the problem and stated that as the demand for workers becomes tighter Negroes would have to be used to a greater extent; also, that if this local labor was available and could be used, then fewer new housing units would have to be built. It was brought out that Negroes are being used to a certain extent in the shipyards, with about 14 percent of the employees of the Ingalls company being Negroes.

Mr. McGinnis discussed aspects of the problem of recruitment of workers by one defense employer from other defense employers. He set forth the fact that such practice was uneconomic and disruptive to defense production and proposed that defense employers develop a written statement of policy not to recruit from each other. Mr. Burr discussed the transfer of defense workers from one plant to another and set forth instances where personnel men had cooperated in the use of the labor supply to prevent unnecessary transfer of workers between plants. Mr. Hill, Gulf Shipbuilding Corporation, considered that the solution to this type of recruiting lies with the employers and suggested that if such a written policy is set up all shipyards on the Gulf join in. It was stated that if such a policy statement was promulgated the Committee would present it to the other companies for signatures.

Action: Major Johnson and Mr. McGinnis were appointed as a subcommittee to discuss plans with employers in Mobile on setting up a written policy on this problem.

Through the Acting Chairman, Mr. Janus presented to Mr. Guest a job analysis of all occupations in the Ingalls Shipbuilding plant, and presented to Col. Dixon of Brookley Field an estimated staffing schedule for an air depot.

BUSINESS SESSION

The business session was attended by the following committee members, alternates and visitors:

| Members | Visitors |
|---|---|
| James H. McGinnis | W. G. Whitsitt |
| E. O. Hawk | L. E. Geohegan |
| Ben E. Harris | W. D. Gardner |
| J. T. Johnson, Jr. | E. R. Plowden |
| Kendall Weisiger | C. R. Hale |
| J. E. McDaniel | Louie L. Rhudy |
| | J. C. Flowers |
| Alternates | J. B. Bethea, Jr. |
| | C. F. Anderson |
| E. A. Greve | David H. Stowe |
| Robert Ansley | E. L. Bilodeau |
| A. Frederick Smith | Walter Burr |
| W. S. Andress | Dr. Will W. Alexander |
| W. B. Klugh | Harvey E. Mason |
| Charles A. Britton | |

The minutes of the last meeting were taken up and approved.

Mr. McGinnis read a letter from Mr. R. M. Barnett, Executive Secretary of the National Labor Supply Committee, stating that Mr. T. L. Elder, Labor Relations Specialist of the Farm Security Administration, Montgomery, Alabama, had been appointed as a member of the Committee.

Mr. McGinnis read a letter from Mr. Flemming concerning the holding of meetings in the different States in the region, to which meetings should be invited members of the State Councils of Administrators and other State officials concerned with labor supply. It was stated that the Committee had followed this practice throughout its existence.

Mr. McGinnis read a letter from Miss Lotta Mae Davis, Consumer Division of the Office of Price Administration, stating that a representative would be sent to Key West, Florida, to investigate conditions in relation to the exhorbitant rent situation as reported at the eighth meeting of the Committee.

Mr. McGinnis read a letter from Mr. Barnett concerning exhibit trains and set forth their itineraries through the region.

Action: The Committee requested that a copy of the letter and itinerary be sent to each of the members, along with a letter from the Acting Chairman inviting the members to visit these trains. It was also suggested that Committee members take State representatives of the employment service and their respective agencies on the visit.

Major Johnson and Mr. Ansley reported on their visit to the Cincinnati Ordnance District Headquarters. Two requests were taken up, one in relation to stove manufacturers, and the second, in relation to the Wheland Company of Chattanooga. It was reported that little information was obtained concerning the possibility of relieving the situation for the stove manufacturers, and that possibly there is no complete solution so

far as the Ordnance Department is concerned. The report of the sub-committee is attached hereto as Exhibit I. It was further reported that lengthy discussion was held on the Wheland Company case and other matters of interest to the Committee and to this Army office. It was recommended that no further action be taken with relation to the Wheland Company until this company had registered its needs with the Tennessee State Employment Service. The report of the sub-committee is attached hereto as Exhibit II. Major Johnson reported that the Wheland Company had placed an order with the TSES since the writing of the sub-committee report. Mr. Ansley gave a supplemental report, stating that where plants are manufacturing ordnance a plant protection service is now in effect and that no one can enter the plants without prior approval of this service. It was suggested that if members of the Committee desire to contact these plants approval of the District Office be secured before the visit.

Dr. Hawk reported on a survey of training for Negroes in Nashville. Conclusions reached were that there is a supply of Negro labor in Nashville to be trained for defense jobs, and that practically no training facilities exist there for this purpose; that the attempt to get training under way has resulted in general misunderstanding and confusion, with further corollary conclusions set forth in the report attached hereto as Exhibit III.

Mr. Britton reported on a visit made by W. Ernest Spain and Robert Dolley to the Tampa Shipbuilding Company. It was reported that more equipment was needed for preemployment training and that the community is discouraged over opposition to expansion of facilities for vocational education. It was also reported that approximately 500 additional men will be needed for ship repairs and that, if an additional contract for three destroyer tenders is accepted, a further addition of 500 workers will be required. It appears there will be a sufficient number of welders trained in other sections of the State to meet the demand at the Tampa shipyard. Attached hereto, as Exhibit IV, is the report of Mr. Spain on this visit.

Mr. Burr reported on the situation in relation to requests for training materials as requested by the Committee at the twelfth meeting. Mr. Burr reported that the requests for such materials had been approved by the Office of Education and sent to the Civilian Supply Section in the OPM. This section had sent the requests back to the States for proper signatures on certain required forms. Mr. Burr stated that the section would take immediate action as soon as the forms are received by it.

Mr. Burr reported on living conditions in Baltimore. He reported that statements given him were somewhat contradictory, but he found that living quarters could be secured in Baltimore for $8 to $10 per week, although no transportation had been provided to the Glenn L. Martin plant. He also reported that the Baltimore Employment Service office manager had begun a survey to find living quarters for workers and would aid workers in finding living quarters. Mr. Burr further stated that the Pennsylvania Railroad may, in the near future, start a shuttle train to the Martin plant.

A discussion was held about the stove industry and on material shortages affecting this industry. Mr. Whitsitt, Area Manager, Contract Distribution Service, Nashville, stated that the problem is serious and that the Contract Distribution Service has been working to solve it. A meeting had been held of the Tennessee stove manufacturers at which time a committee was appointed to attempt to find out what allocation of material will be made to this industry. Mr. Whitsitt stated that the primary difficulty in relation to securing defense contracts for this industry is that cast iron is not being used to a great extent in the defense program. A discussion was held on the possibility of the Committee meeting in Chattanooga with Contract Distribution Service representatives and stove manufacturers; however, it was the feeling of the Committee that such a meeting would be too large and that further information on the problem should be secured before such meeting.

Action: A sub-committee composed of Mr. Ansley, Mr. Greve, and Mr. McGinnis was appointed to meet with a committee of the Southeastern Stove Manufacturers Association to discuss the problems arising from material shortages. Mr. Whitsitt would advise the Chairman of the Committee of the date when said committee could meet with the sub-committee.

Mr. Mason, Field Supervisor of the Mississippi State Employment Service, reported that 1000 graduate trainees are now available in Mississippi, and that, although there is a large supply of potential trainees, they did not want to take training courses unless there is a reasonable expectation that jobs will be available. Mr. Andress, Assistant Manager of the Fifth U.S. Civil Service District, stated that approximately 6,000 mechanic learners would be needed in the Southeast within the next year, and that he would discuss with Mr. Mason the possibility of employing these trainees if they meet the required qualifications. Mr. Andress stated that there would have to be a register of approximately 30,000 mechanic learners as the loss between application to final job acceptance is approximately 5 to 1. Of the estimated 6,000 to be employed in the Southeast, the majority would need preemployment training.

A discussion was held on the next meeting place of the Committee.

Action: It was decided that the next meeting of the Committee will be held in Savannah, Georgia, on December 9.

The meeting was then adjourned.

James H. McGinnis
Acting Chairman
Seventh Regional Labor Supply
Committee

Attachments

EXHIBIT I

November 12, 1941

Mr. James H. McGinnis
Seventh Regional Labor Supply Committee
First Avenue and 19th Street
Birmingham, Alabama

Dear Mr. McGinnis:

You will recall that at the last OPM meeting in Memphis, the Committee instructed me to contact the Cincinnati Ordnance District, in an effort to relieve the situation of the twenty-five stove manufacturers who will soon be out of business due to lack of raw materials to manufacture cast iron products.

Mr. Ansley and I discussed this matter with Major W. R. Martin, Chief of the Production Division of the Cincinnati Ordnance District, and I regret to inform the Committee that very little information was obtained.

Apparently there is no real solution insofar as the Ordnance Department is concerned for the employees of these twenty-five stove manufacturing plants. Major Martin informed us that a few orders have been placed by the Ordnance Department with former stove manufacturers for the 1-pound chemical practice bomb and for the 4-pound incendiary bomb. However, the amount of orders which have been placed are not sufficient to occupy stove manufacturers of the Cincinnati area. Major Martin also informed us that most of the stove manufacturers in the Cincinnati area were now engaged in making casting for machine tool operations. He doubted very much that twenty-five additional plants in Tennessee and Alabama could be employed in such work.

There is one bare possibility that probably one or more of the twenty-five plants may be engaged in making miniature practice bombs M-36 for the Ordnance Department. It was pointed out by one of the officers at the Cincinnati District Ordnance Office that this particular bomb requires a gray-iron casting, Class 20. This matter will be investigated by the Cincinnati Ordnance District and our Committee will be properly informed in the near future.

No samples of any of these articles were available for the Committee and it looks like no solution is possible from the Ordnance angle.

With very best wishes, I am

Cordially yours,

/s/ J. T. Johnson, Jr.

J. T. Johnson, Jr.,
Major, Ord. Dept.,
Liaison Officer
Seventh Regional OPM Labor Supply
Committee

EXHIBIT II

November 12, 1941

Mr. James H. McGinnis
Seventh Regional OPM Labor Supply Committee
First Avenue and 19th Street
Birmingham, Alabama

Dear Mr. McGinnis:

In compliance with instructions from the Committee, Mr. Robert Ansley and I proceeded to visit the Cincinnati District Ordnance Office as scheduled on Thursday, November 6, and had a very satisfactory discussion concerning the Wheland case and other matters of mutual interest between our Committee and this Army Office.

Immediately upon arriving, Mr. Ansley and I discussed in general terms the aims and policies of the Labor Supply Committee with Colonel McMahon, who is Commanding Officer of this Army Office. We were then referred to Major W. R. Martin, who is Chief of the Production Division, and in direct charge of the production at all plants allocated to the Cincinnati Ordnance District.

The Cincinnati Ordnance District has supervision over a very important manufacturing area of the United States as is evidenced by the fact that this office has approximately $150,000,000 in orders placed with various plants in this district at the present time. Mr. Martin informed us that approximately $100,000,000 additional would be spent in the near future in this district. It was pointed out that the operations at the Wheland Company consist of machining anti-aircraft gun barrells. As you probably know, this is a very delicate and expensive operation which requires the very highest type of skilled machinists to do this type of work. Major Martin brought to the attention of the Committee that the first gun to be produced by this plant is due in the next few days, and that as soon as possible this plant intends to increase its production to 100 guns per month and to step up this production to 130 guns per month by June 1, 1942.

Another matter which Major Martin brought out to us, which the Committee did not understand, is that this particular plant is not entirely a private enterprise. In reality the Wheland Company is actually a Government Arsenal in that all of the machinery has been provided at Government expense. Major Martin informed Mr. Ansley and the writer that in the near future the Ordnance Department would add additional machinery to this plant in order to step up production. The title of all of this machinery rests with the Ordnance Department.

In view of these facts, Major Martin was somewhat dubious of the possibility of the Occupational Analysts of the Labor Department being of any service to the Ordnance Department in an analysis of the jobs in this plant. Major Martin informed us that he has an Ordnance Production engineer in this plant and that jobs have already been broken down and the work in this plant has been thoroughly reorganized to the entire satisfaction of the Ordnance Department. In other words, he wants 100 machinists and no other assistance. I think the Cincinnati Ordnance District thoroughly resented certain statements which were made by the Committee that visited

them originally, but, after considerable discussion, I believe that this matter has been entirely cleared up now. Of course we all recognize that a great mistake was made in this instance.

This particular case brings out forceably to the attention of the Committee that it will not be possible for this Committee to go into these plants allocated to the Ordnance Department and do very much with the management in regard to breakdown of jobs, etc. The best approach to such problems will be through the District Ordnance who allocates the contracts. This matter can be discussed very thoroughly at our next meeting, and both Mr. Ansley and myself will be able to give the Committee further details.

Your letter of November 1, in regard to the Wheland Company, to which you attached copy of letter from the clearance supervisor of the Indiana Employment Security Division, has been transmitted to the Cincinnati Ordnance District and Major Martin has assured us that he will have the Wheland Company register their needs with the Chattanooga Office of the Tennessee State Employment Service.

Major Martin is of the opinion that a considerable number of machinists will be available within his district in the near future, and he thinks that, although we may not secure 100 machinists, we may be able to partially satisfy the needs of Mr. Wheland from Toledo and other plants where the automobile industry is suffering a partial shutdown.

I want you to know that the attitude of the Cincinnati Ordnance District is favorable to our Committee and that they are anxious to cooperate with us in solving our joint problems. I believe that our visit to this office was well worth the time and expense which was required, and I believe we will be able to solve our joint problems in the future much more easily after this visit. Major Martin brought out the fact that he would like to attend the next meeting of the Committee which is held in Tennessee, so I suggest that you inform him of our Chattanooga meeting when it takes place.

I see no other action to be taken in the Wheland case until this company has registered its needs with the Tennessee State Employment Service at Chattanooga. I assured Major Martin that when this registration occurred the Committee would do everything possible to secure trained machinists through the Employment Service.

I hope that I have covered all the points of our discussion in Cincinnati. I assume that Mr. Ansley will write you also, and it is possible that he has covered some points which I have omitted.

With very best wishes, I am

Cordially yours,

/s/ J. T. Johnson, Jr.
J. T. Johnson, Jr.,
Major, Ord. Department,
Liaison Officer
Seventh Regional OPM Labor Supply
Committee

EXHIBIT III

TENTATIVE REPORT
Defense Training of Negroes

Nashville, Tennessee

## I. Population Analysis

According to the 1940 census, the population of the City of Nashville was 167,402; the population of the metropolitan district, which includes the city proper and certain additional districts, was 241,769. The number of Negroes in the city was 46,872, or approximately 28 percent of the total population.

A conservative estimate, arrived at by sampling, shows that at present there are available for defense training courses 1500 male Negroes between the ages of 18 and 35 who have had a minimum of two years of formal high school education. While no estimate has been made of the number of female Negroes, who might be trained for certain occupations if the need for diluting the labor force should require this, it is nevertheless reasonable to assume about the same number, namely 1500.

## II. Present Training Program

At present no classes are being conducted in defense training for Negroes under the supervision of the City Public Schools. Mr. E. C. Comstock, Director of Vocational Education, and Mr. Frank Hill, Supervisor of Defense Training, City of Nashville, both reported that a defense class in blacksmithing had been taught for about 20 weeks for Negroes. However, only 13 Negroes had completed the course and of these only two could get a job. This course was given at the old Pearl High School building, which is now a junior high school for Negroes in the city public school system. It was further stated that no equipment was available for other defense classes for Negroes. However, it was stated by these men that 728 whites were now in training in defense classes at the Hume-Fogg High School, and that this number would be increased to over 1000 in the near future.

R. B. J. Campbell, Business Manager of the A and I State Teachers' College for Negroes, reported that 52 Negroes in that institution were taking courses in "Metal and wood designed for defense training," that this training had been conducted for 12 weeks and would continue until the students were given "about 24 weeks training." He said that this institution had no equipment for conducting classes in welding or any of the other trades appropriate for defense jobs. However, he added that about 100 Negroes at the college had "mechanical backgrounds." Government money, he said, was available for the training, but there had been no courses authorized because there was no demand for Negroes so trained.

D. W. Crutcher, Director of Negro Youth Work, reported that his work in training Negroes for defense jobs was negligible because he had very little equipment available for such training.

To summarize: At the present time not over 75 or 100 Negroes have been given any training under the program in the City of Nashville.

## III. Local Determinants

The central question, therefore, is: Since there are available 1500 male Negroes, why is practically no training for defense jobs being given for Negroes in Nashville? Apparently the alleged cause runs round in a circle. At first it was alleged by some that it was because the employers would not hire the trainees, and it was alleged that the employers would not hire them because the Labor Unions excluded Negroes and the Labor Unions excluded Negroes because the white employees would refuse to work on the jobs with Negroes, and that, therefore, it would be a waste of the taxpayers money to train Negroes unless someone would employ them.

### A. Attitude of Employers

The largest defense contract in the community is Vultee Aircraft, Inc. Mr. J. H. Hastings, Manager of Industrial Relations of this plant, stated that it was the general policy of the Vultee Company in the United States not to discriminate against Negroes, and that he was willing to try to employ Negroes if they were qualified. But so far he had seen no qualified Negroes applying for jobs at this plant. A few Negroes are being used as unskilled workers. All employees must pass "IQ" tests. The peak employment at this plant will be about 4,000 persons. Mr. Hastings is apprehensive about diluting his labor force with Negroes should qualified Negroes be found and hired. He cited an incident which occurred at the plant recently. A Negro cleaner working at the plant drank out of the water fountain. Immediately the white employees protested and demanded that he put a stop to this. Mr. Hastings further points out that the layout of the plant and the processes used are such as to make it impossible to segregate Negroes from whites and continue producing air planes. To quote his words: "I am a Northern man and I don't know whether we can dilute our labor force or not with Negroes, what we intend to do is to make planes for national defense without having to shut down on account of a race riot."

Mr. W. M. Jarman, President of the General Shoe Company, stated he could not employ Negroes in the semi-skilled or skilled jobs in his plant if he wanted to; that his 1200 employees would walk out in a group. However, he does employ a few Negroes as porters, janitors and low-grade helpers. When asked how he would comply with the executive order concerning discrimination if he had a defense contract, he stated that he would make every effort to comply but the only possible way would be to segregate the Negroes from the white employees in the plant.

Mr. Jacob May, President, and Mr. Dan May, Secretary of the May Hosiery Mills, stated that fifteen years ago they took one department in their mill and made it "all Negro," that they required later a physical examination of all employees and found that 30 percent of the Negroes had syphilis whereas practically none of the white employees had syphilis. Since Tennessee has no law requiring persons who have venereal diseases to take treatment, it was necessary to fire these Negroes. The turnover of the labor force among Negroes for this reason was too high from the standpoint of cost of production to employ Negroes. This mill employs over 1000 persons, 80 percent of whom are women. Mr. Dan May stated that Negro women

could do one job well in a hosiery mill, namely, boarding, and that if he continued to lose white employees he would be willing to employ a few capable Negro women. He thought that perhaps during the national emergency the white employee might yield a little in their attitude toward working alongside of Negroes.

Several smaller employers were even more positive in their statements about employing Negroes in jobs other than on those jobs which "Southern tradition" had catalogued as typical Negro occupations.

Mr. Paul Jessen, Director, Tennessee State Employment Service, Nashville, said that the records of the local employment office indicated practically no orders had been given by employers for Negroes for work on defense production contracts, but that Negroes had been used extensively on construction work.

To summarize: It appears that there is practically no demand locally for Negroes not already employed in Nashville.

B. Attitude of Labor Union Officials

Mr. T. O. Denham, Secretary of the Building Trades, Nashville, stated that the A.F. of L. would accept Negroes into those Unions accustomed to have them. These he said included mainly bricklayers, but Negro carpenters have a separate union in Nashville.

Mr. W. T. McCue, Business Agent for the Plumbers' Union, said that they did not accept Negroes.

There are scarcely any CIO organizations in Nashville. The dominant union in the community is the A.F. of L.

To summarize: Since the prevailing Unions are largely craft unions and since the Negroes are for the most part unskilled or semi-skilled, it seems premature to conclude that Negroes would or would not have equal status in the several unions along with the whites.

C. Attitude of School Officials

Mr. Louis H. Hibbitts, Chairman of the City Board of Education, Nashville, stated that the public schools of Nashville were giving the Negroes adequate training facilities. He also stated that he was willing to set up training facilities for courses in defense training, but that Washington officials had not approved his requests because there was no demand for Negroes so trained in Nashville. He said that the Negroes had demanded that the city schools give them such training regardless of any authorization from Washington and that the Negro leadership in Nashville had been dominated by radical leadership and had been abusive in letters and in the public press. He declared that what the Negroes want, apparently, is social equality, and that he does not intend to mix the economic and social equality issues. Nevertheless, he now believes the Government should take the first step, and the first step only, namely, provide the facilities and train all the Negroes who want to be trained, if they are capable of being trained for national defense jobs.

Mr. Freeman, State Director of Vocational Training, Nashville, said he is willing to have the Negroes trained, but the employers in Nashville will not hire them because their white employees object. He further said that the only way to get jobs for Negroes is to keep them segregated from the whites.

It must be stated here that all the evidence collected for this report leads to the conclusion that the attitude of Mr. W. A. Bass, Superintendent of City Schools, Nashville, is hostile to this whole program for training Negroes for defense jobs. His relationship with the Mayor of the city, who apparently favors the program, may be partly responsible for a rather paradoxical situation. At any rate, the rumors, political ramifications, and facts all seem to combine to justify the statement that Mr. Bass, as superintendent of city schools, has been active in blocking whatever efforts there have been to train Negroes for defense jobs.

D. Attitude of Negroes

For the purpose of discovering the attitude of the Negro leadership in Nashville on this subject, a conference was held at Fisk University with M. W. Day, Editor of the Nashville Globe, Chr. Ex. N.A.A.C.P.; D. W. Crutcher, Director, Negro Youth Work; Dr. E. S. Marks, Statistician, Fisk University; Lewis W. Jones, Fisk University, W. J. Faulkner, Bros. Ministers' Alliance. The problem was presented to these men, and each was asked to give his opinion and whatever supporting evidence he might have. They were all agreed, with the possible exception of M. W. Day, Editor of the Nashville Globe, that the question of social equality was confusing the minds of the white leadership of the city. They were of the opinion that the wrong approach had been made, perhaps, in their zeal to get this program set up for Negroes in Nashville.

They emphasized, however, that what was blocking the training program was not so much a general traditional attitude toward Negroes as it was "the objections raised by specific persons in authority in Nashville."

They believes that in two or three instances employers were afraid that, should there be enough Negro trainees, such trainees might become a pressure group which would insist upon their legal rights to be employed on defense contracts.

Apparently, these men in conference were sincerely interested in national defense as well as in trying to help the Negro race.

To summarize: The attitude of the Negroes is that their sons are, many of them, in military service and that, therefore, they should be given equal opportunity to be trained along with the whites for defense jobs. They believe, and cited statistics from World War Number I to support their belief, that as the labor requirements for defense production become more acute, the prejudice against their race will not prevent them from being employed along with white men. They contend, therefore, that the training should be provided for them now.

## IV. Conclusions

### A. Direct Conclusions

1. There are plenty of Negroes in Nashville to be trained for defense jobs, but practically no training facilities exist there for this purpose.

2. That the attempt to get the training under way has been one of general misunderstanding and confusion, resting on current rather than longer run demand for labor.

### B. Corollary Conclusions

1. If the white leadership, in the schools, in labor unions, and the employers are sure that such a training program would not be used as an entering wedge to demand social equality, there would be cooperation and efforts made by the white persons to get these Negroes trained.

2. The white citizens of Nashville want all the white persons trained first, and there is quite a surplus still untrained. This insistence rests upon the fact that Negro trainees are assumed to become competitors with white trainees for jobs.

3. The attitude in Nashville, as elsewhere in the South, toward the Negro is traditional. The white people for the most part are happy to have the income and economic status of the Negroes improved but not at the expense of breaking down social barriers.

It is clear that as long as the white leadership believes that the Negroes are trying to use this emergency to break down the custom of segregating them from the whites just so long will the white employer and white leaders try to give outward compliance to new rules and regulations and at the same time secretly try to evade them. Therefore, it appears urgent that the economic issues be clearly differentiated from the questions of social and racial equality in trying to arrive at a workable solution of this problem.

EXHIBIT IV

MEMORANDUM DATE: November 14, 1941

To: Mr. C. A. Britton

From: W. Ernest Spain

Subject: Report on Labor Supply Assignment

1. Problem of priorities re Vocational School pre-employment training

Mr. Dolley reported that priorities on materials relative to this training were now being satisfactorily cleared. Clearance on needed equipment could be made by a special arrangement with the Office of Education but that after this clearance, delivery bogged down somewhere between the office of clearance and the OPM. Suggested that a representative of the Office of Education be placed in OPM to rush through delivery of cleared equipment releases. Says that in the Tampa area more equipment is needed for pre-employment training in machine shop, sheet metal, welding and pipefitting. Suggests that requisitions and clearance on all materials and equipment should be sent through state office so that that office can keep an accurate check and follow up on these needed items.

Mr. Dolley and Mr. Farrar, member of the Hillsborough County school board, were apparently much disappointed in the opposition of Drs. Alves and Studebaker of the Office of Education to expansion of facilities for Vocational Education in this area. The decks were completely cleared locally and in the State for the building of a new, adequate vocational building, but the above-named executives obviously blocked any such expansion. Entire community seems discouraged over this opposition as present building and facilities very inadequate.

2. Action deferment on needs, job specifications, and feasibility of giving pre-employment training in cold-riveting, etc.

There is little change in the previous status on these items. The company has not yet made these, due in some measure to the disturbances of remodeling and expansion of the yard. However, a Mr. P. B. Gibson, who is to be supervisor of training in the yard, entered upon his new duties today. He is a man of wide experience in this phase of shipbuilding, as he was in charge of training at the Hog Island shipyard during the first World War. He has been instructed to provide the information requested in the above delayed action. He will shortly have available for the Labor Supply Committee information on how many people will be needed in each department, and approximately when they are needed. The matter of giving pre-employment training in cold riveting in the yard was frowned upon by management, due to lack of space and facilities.

Mention was made of two new phases of work which were not discussed at very great length at the September 9 meeting, namely, preparation

for lend-lease and Navy ship repairs, which will require approximately 500 additional men from all crafts. Apparently much pressure is being brought upon the yard to get set for this type of work at the earliest possible moment. Again, there is some talk, unofficial, that the yard will be offered or asked to bid on two more vessels of the C-2 type. The other large contract is for 3 destroyer-tenders of approximately 10,000 tons each. If the contract is accepted for the additional C-2 type vessels, this will mean another additional 500 from all crafts over the September 9 estimate.

Under instructions given Mr. Gibson, reports relative to immediate and future needs will be furnished the Committee as rapidly as possible. The following information was released: When lend-lease repair begins yard will need more outside machinists - anticipated in 4 or 5 months. About this time it is expected that the yard will need chippers and caulkers. At present yard not in need of riveters or welders, but it is expected that riveters will be needed in 4 or 5 months. Following this will probably be a need for shipfitters, then sheet metal workers. (No pre-employment training is being given locally in riveting, shipfitting, chipping and caulking). A need will likely develop for electricians in about 1 year.

3. Need for welders and riveters, etc.

Re welders, Mr. Dolley told of the training being given in all sections of the State, and estimated that from these trainees a sufficient number would qualify under tests to meet the needs of the yard in the forthcoming expansion. Mr. Stafford, personnel director, seemed little worried about the problem of getting welders, as he has large number of applications for employment from other sections of the nation. Between these applications and the supply that are in training in the schools, it appears that this phase of the problem is very satisfactory. There has been a considerable expansion in new equipment and instruction staff in welding at the Tampa Vocational School. There are some 300 in training in the 24-hour classes.

Re riveters, it was brought out that at present the yard is well supplied with plenty of riveters, both hot and cold. Following estimate of needs in future expansion, pre-employment, or perhaps in-plant training will be requested by company.

Note: Mr. Howell was absent from the city. Mr. Stafford was asked to act for him in this meeting.

CONFIDENTIAL R07-

Sixteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Henry Grady Hotel
Atlanta, Georgia
January 13, 1942

PRESENT: James H. McGinnis, Acting Chairman, USES
Kendall Weisiger, Consultant, Labor Division, OPM
John Pritchard, NYA
J. T. Gibson, Jr., Lt. Comdr., Selective Service
T. L. Elder, U.S. Department of Agriculture
J. T. Johnson, Jr., Major, Ord., USA, OUSW
E. Q. Hawk, U.S. Bureau of Labor Statistics
Ben E. Harris, U.S. Office of Education
H. J. McCormack, WPA
O. E. Myers, U.S. Civil Service
J. E. McDaniel, TWI

Alternates

James A. Teat, TWI
Hugh Samuel, Apprentice Unit, U.S. Department of Labor
Charles J. Brockman, Major, GSW, Selective Service
A. Frederick Smith, Bureau of Employment Security
W. B. Klugh, USES

Visitors

Ernest L. Marbury, Field Representative, Labor Supply Branch, OPM, Washington
C. P. Noland, Major, Ord., Birmingham Ordnance District, Birmingham
M. A. O'Connor, Director for Georgia, USES, Atlanta
W. L. Abbott, Assistant Director for Georgia, USES, Atlanta
John P. Dempsey, Graduate Student, University of Georgia, Athens
Oscar Steanson, Representative, State BAE, Athens
J. Wm. Firor, Chairman, Sub-committee on Farm Labor, Head of Department of Agriculture, University of Georgia, Athens
Frank E. Coffee, Labor Information Representative, Social Security Board, Birmingham
C. H. Gillman, Regional Director, CIO, Atlanta
A. A. Webb, Ford Local 882, UAW-CIO
R. N. Greer, Ford Local 882, UAW-CIO
T. A. Veenstra, Housing Consultant, Labor Division, OPM, Washington

The minutes of the last meeting were taken up and approved, with the following correction: On page 3 of the minutes strike out "lack of cooperation" in relation to NYA and WPA, due to the fact that the description applies in isolated cases on local levels.

UAW-CIO officials discussed a request of the Childersburg and Huntsville plants for workers who were displaced from the Ford plant in Atlanta. It was stated that the AFL electricians' local had a closed shop contract and would not accept the CIO members because the local claimed that there were still AFL members unemployed, although it was stated that the plants need additional workers. Discussion was held at length on this and similar matters.

Action: A sub-committee, composed of Mr. Elder, Mr. O'Connor, and Major Brockman, was appointed to investigate and set forth the factual situation, making a report immediately to the Chairman of the Committee for presentation to Washington with a request for action based on the facts.

Mr. McGinnis discussed the State Labor Supply Committees, stating that he had a verbal directive to hold up the formation of these committees pending further developments in Washington.

Mr. Klugh reported that he and Lt. Comdr. Gibson had secured from the CIO and AFL representatives in Alabama recommendations for labor members to be on the committee in Alabama. Mr. Comer had also been contacted, and he had made recommendations for management members in the different States in the region.

A discussion was held on the action taken and on the request to hold up the formation of the State committees.

Action: The Committee considers that the appointments of the State Labor Supply Committees should be held up temporarily, but should proceed as soon as possible after further information from Washington as to the pattern to be set.

Lt. Col. Weisiger reported on a letter from the OPM Labor Division, Consultant on Minority Groups, concerning the statement of the President on the employment of unnaturalized aliens. The procedures to be followed by employers who decide to employ such aliens were set forth, and discussion was held on the best method to acquaint employers with the procedures. It was set forth that all local offices of the United States Employment Service throughout the region have copies of the President's statement and of the procedures, it being considered that this was the best method to give employers the information.

Dr. Hawk reported an on assignment to investigate industrial housing problems in Florida areas. The section of the report pertaining to Key West was discussed at length, as the rental and housing problems were considered to be extremely serious in that city.

Action: The Committee voted to include the report as a part of the minutes of this meeting, it being attached hereto as Exhibit 1, and requested the Chairman to send the report separately to OPM with a request for action on the problems involved.

The action of the Committee at the last meeting in relation to referral of trainees to defense training courses was taken up for discussion. It was reported that at a NYA meeting in Atlanta it was felt that NYA should continue to train young persons as the training would enable them to work in war production or, if called to the armed services, they would have training which would make them more valuable to the army. It was also set forth that it would be impossible to determine whether an individual's physical condition would prevent the individual from being accepted by the armed forces. It was reported that the policy as set forth at the last meeting had already been passed on to the States, and that this policy was being put into effect. It was also reported that the Civil Service Commission's qualifications were being changed immediately as the Commission had been notified that there would be no deferments of individuals of military age. It was set forth that at a meeting to be held in Atlanta of State WPA Directors of Reemployment and Training, they would be instructed in accordance with the policy set forth by the Committee.

A letter from Mr. Sullivan, Director of the Mississippi unit of the United States Employment Service, was read, in which it was stated that shipyards in the Mobile area are sending agents to defense training classes in Mississippi for recruitment of trainees. These trainees are being trained for the Ingalls Shipbuilding Corporation at Pascagoula, and it was set forth that an orderly training program cannot be carried on in Mississippi because of these practices. Discussion also brought out that this recruitment of trainees in Mississippi also upsets the Mobile training plan, it being considered that much of the difficulty was due to the fact that shipyards in Mobile are hiring at the gate. It was stated that a new shipbuilding company has been started in Pensacola, and that statements had been made that many of the workers for this Pensacola shipyard would be secured from among those workers who live in Pensacola and work in the Mobile shipyards.

Action: A sub-committee, composed of Major Johnson and Lt. Comdr. Gibson, was appointed to contact officials of the Pensacola, Mobile, and Pascagoula shipyards to discuss the present hiring practices and to propose the securing of workers through the United States Employment Service.

Discussion was held on the fact that vocational education lists of trainees in defense training courses in Savannah are being given to different individuals in that area. It was considered that these lists should not be given to anyone except to the manager of the local office of the United States Employment Service.

Action: Mr. O'Connor was requested to secure information on this matter and to make a report to the Chairman.

AFTERNOON SESSION

Mr. Elder reported on the coordination of agricultural labor market activities and stated that in Florida there was already complete coordination of these activities and it was expected that similar coordination would be effected in all the other States of the region in the immediate future.

Mr. Firor discussed the work of the State and County Land Use Committees and set forth that the work of these committees is primarily that of coordination. Mr. Steanson explained the methods of setting up goals for the Food for Freedom production program. These goals were set up nationally and expanded downward to the individual farmer. Discussion was held on the estimating of labor needs to produce the crops, but, seemingly, few estimates are available at the present on the local level. Discussion was held on the membership of State and County Land Use Committees, setting forth that United States Employment Service farm placement representatives will be members of these committees. Mr. Steanson read a letter which will be sent to local committees in which was set forth the work done by the different agencies and the need for coordination of this work in serving agriculture.

Mr. Klugh reported on the meeting in Memphis of farm placement representatives of the United States Employment Service, setting forth the aims and purposes of the farm placement service and that this service will be in operation in the near future.

Mr. Klugh reported on the employment situation in relation to three plants where lay-offs had been reported. It was stated that the Ford Motor Company of Memphis had recalled its employees for at least a period of two weeks, and it was rumored that trucks might be assembled in this plant after this period. The Memphis-Fisher plant is not taking on any workers at the present as production is ahead of the Kansas City, Kansas assembly plant. This company will employ women as much as possible in the future, and training classes will be started for 50 women next week. The Firestone company has laid off a number of employees, but it is believed that the company will secure a contract for the manufacture of gas masks.

Mr. Smith made a report on the labor market in the region, copies of which were requested to be made available to the members of the committee. It was set forth that two trends are occurring; one is a rapid expansion of war production industry and the other is the rapid displacement of workers in consumer goods industries. Discussion was held on the dislocations of workers through the region and it was considered to be necessary to locate these workers in war production industries as rapidly as possible or to have them trained for this work during the time they are drawing unemployment compensation benefits. It was stated that WPA is putting men on jobs as quickly as possible with their being on WPA rolls as secondary.

Mr. McCormack made a report on the investigation as to what could be done under the Workmen's Compensation Law of Georgia in relation to relaxation of employer requirements so that workers with physical handicaps can be employed in war production work. The Committee accepted the report with the request that it be supplemented after the meeting of the Industrial Board of Georgia on January 17, at which time the full Board will fix the policy which it will follow in the State. The report of Mr. McCormack is attached hereto as Exhibit 2.

Mr. Veenstra, Housing Consultant, Labor Division, OPM, discussed the work of the Housing Coordinator and set forth that 1,060 temporary housing units had been assigned to the Public Works Administration for construction in Mobile. He stated that $300,000,000 was now available for construction of housing units, much of which will probably be temporary because of the speed necessary to make the units available to workers.

It was reported that 30 Mobile Negroes will be trained in welding at Tuskegee for referral only in the Mobile area. It was also reported that training for Negroes is being set up in Nashville.

Discussion was held on the next meeting date of the Committee. It was decided that the next meeting would be held January 27 in Birmingham, although it might be necessary to call a meeting in the interim.

The meeting was then adjourned.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

EXHIBIT 1

To: Mr. James H. McGinnis
Chairman, Seventh Regional Labor
Supply Committee

Birmingham, Alabama
January 9, 1942

From: Emory Q. Hawk
Special Consultant
U.S. Bureau of Labor Statistics

Subject: The Housing Situation in Pensacola, Panama City, Valparaiso, Sebring, Arcadia, and Key West in the State of Florida

The data presented in this report were collected in the respective communities by me during the latter part of December, 1941. I investigated the statements made by individuals, visited all military bases--naval, air and army--located in these communities, and interviewed as many landlords and tenants as possible in order to assure the Seventh Regional Labor Supply Committee of the reliability of the material presented.

## Report on Communities

### I. Pensacola, Florida

The rapid influx of construction workers and military personnel has caused a housing problem in Pensacola. According to the Sixteenth Census of the United States (Series PH-3, No. 3), Pensacola in 1940 had a population of 37,449 persons and a total of 10,072 dwelling units, of which 9,857 were occupied and only 203 vacant--for sale or rent. Since 1940, according to figures compiled by City Manager George J. Roark, the population of the city proper has increased approximately 30 percent. However, Lieutenant Commander S. B. Colt of the Naval Air Base, who has investigated the situation, was inclined to be more conservative. He estimated that the present population of the city, plus the immediate environs, was about 50,000 persons. The military establishments at Pensacola include Ellyson Field, Sanfley Field, Corry Field, the Naval Air Base, and the Coast Artillery Post. The present combined personnel--officers and men--of these military establishments is around 15,000.

So far, however, the housing situation is not very acute. There are several reasons for this. In the first place, during the past four years about 2,000 private dwelling units have been built in and around Pensacola. In the second place, there has been authorized the construction of 300 defense housing units, of which about 200 are now completed. In the third place a few workers have migrated to other defense areas, and in the fourth place several of the migratory construction workers are living in trailers and in make-shift arrangements.

However, there are practically no available living quarters to take care of additional persons. Mr. George P. Wentworth, President of the Realty Corporation and Vice-President of the Fisher Rental Agency,

stated, "There are practically no vacancies at present in livable property. Persons are living in all kinds of run-down houses." Other rental agencies made similar statements. The latest survey of the situation this past autumn made by Lt. Comdr. S. B. Colt showed that 93 hourses having standard facilities were available for renting and that 51 houses without such facilities were then available. In other words, the evidence shows that the supply of available dwelling units at Pensacola is indeed very limited for practically any kind of house. However, at the present time the demand does not exceed the supply for dwelling units to a very noticeable extent in any rent range.

An investigation of increases in rents showed convincingly that rent had not risen more than 10 to 15 percent within the past year. The military officials found no complaint with the rate of rents, and stated that they were not above rents found in other defense areas. The Chamber of Commerce, under the direction of its secretary, Mr. Will J. Davis, has organized a rather active committee to try to keep rents "from getting out of hand." Apparently, this committee, along with the general attitude of property owners, has taken no undue advantage to increase rents to unreasonable rates.

But since there are practically no more available housing units--except the 100 defense units not yet completed and for which there are already nearly enough applicants to rent them, two factors may in these circumstances cause an acute housing problem in Pensacola. First, an increase in the officer personnel of the air base is entirely possible. This new demand could not be met at present with any kind of satisfactory housing facilities. Secondly, a new shipbuilding company has been organized. This company, known as The Florida Shipyard and Engineering Company, financed by New York and Florida capital, is a small company and probably will be able only to build tug boats or other small vessels, but will probably employ at the peak about 2,000 persons. While it may be true that a few workers now employed at Mobile and Pascagoula and who live at Pensacola will return to work in this shipyard, nevertheless, most of the workers will have to be housed in Pensacola by trying to find places not now available.

In view of these facts the City Manager, George J. Roark, and other city and county officials believe and urge that the Federal government should undertake at once the construction of 200 or 300 additional dwelling units. Lt. Comdr. S. B. Colt states that he has made a somewhat similar request to the Federal Housing Authorities, but thus far no action has been taken.

II. Valparaiso, Florida

Located about two miles from the small resort town of Valparaiso is a large army air base now under construction. It is estimated that when completed this air base will have a personnel of 22,000 men and 600 officers. Valparaiso is hardly more than a village, comprised mainly of cottages of

the resort type. It is located 50 miles from Pensacola, 10 miles from the resort town of Fort Walton, 37 miles from De Funiak Springs, and 70 miles from Panama City, another resort town. The government has now under construction 50 dwelling units, but it is estimated that 150 will be badly needed at once. Workers are commuting from the towns just mentioned, also, some of the officers have to commute from 37 to 50 miles. Wives and children of officers are living in the officers clubs, and practically everywhere two families are living in single family houses.

According to Mr. C. W. Ruckles, Mayor of Walparaiso, rents are now 50 to 75 percent higher than they were one year ago. Further investigation showed plainly that the housing situation here is very acute, and if some action is not taken the situation will be accentuated in the near future.

It was stated by the Mayor and other responsible citizens that there was available practically everything to build the houses--materials, local contractors and enough carpenters in the area--should the government authorize the construction of more dwelling units.

III. Panama City, Florida

Tyndall Field, apparently one of the largest air bases along the Gulf, is being constructed in the vicinity of Panama City. It was stated by Major F. M. Hyndman, Executive Officer of Tyndall Field, that as soon as possible at least 3,000 enlisted men, 1,400 aviation cadets, 300 officers, and 500 civilian employees (under Civil Service) will be stationed here. The cadets will be housed in barracks at the Field, but about 20 percent of the enlisted men, the officers and the civilian employees will require housing facilities. Major Hyndman stated that at least 90 percent of the officers are married men and that from the standpoint of morale it would not be desirable to compel these men to leave their families back home since many of these officers would be permanently located here.

At present 150 houses have been authorized to be built for non-commissioned officers. None of these are completed. Sixty units under Title 6-FHA have been authorized for commissioned officers. Six of these are now completed.

In Panama City there are practically no vacant houses of any kind. Mr. H. G. Fanning, President of the Commercial Bank, stated that there were no vacant houses fit to live in. Further investigation showed that for any kind of shelter the demand could not be met. Military officers said, "There are immediately six applicants for any kind of shack." A few of the officers are living at the Cove Hotel and at the Dixie Sherman Hotel and at other hotels and paying the regular tourist rates. Rents have gone up from 15 to 50 percent. The local citizens justify this with the argument that rents a year ago were abnormally low. But, comparing the percentage of return on a fair capital value of some of these houses, it becomes

evident that the yield is much higher than could be obtained from other investments.

There are in this area about 4,200 laborers. Many of these are migrants. Some of them are living in summer cottages and others in trailers and "cheap" boarding houses. Also thrown into the picture are a few tourists who have come down for the winter months.

Apparently, in Panama City, no effective local action is being taken in an effort to remedy the general situation of housing shortage or of rising rents.

IV. Sebring, Florida.

Near this town is located the "Sebring Basic Flying School." (Not yet officially named.) The personnel consists of about 2,000 civilian employees, about 50 percent of the latter are women stenographers and nurses. Added to the military personnel are the construction workers and the tourists.

In 1940, according to the Sixteenth Census (Series H-2, No. 34), Sebring had a population of 3,155 persons, a total of 836 dwelling units, of which 817 were occupied and only 6 were considered available for sale or rent. It is now estimated by Mr. M. F. McGee, the present Mayor, and by Mr. Payne M. Sebring, the Mayor Elect, to have a population of about 6,000. Before the establishment of the Flying School, the main income of this town was derived from tourists. Many of these tourists own homes that they live in during the winter months. The Brethren (Dunkards) from Pennsylvania rent the cheaper tourist homes and the elite live in the hotels, if they do not own a "cottage." There are two tourist hotels in the town. The Kenilworth Lodge has 200 rooms, which could be perhaps used to house officers, but this is an exclusive hotel open only during the tourist season. The rates in this hotel are $7.50 to $10.00 per room per day. The Hardy Hall Hotel has 150 rooms and demands a similar rate. Neither hotel is interested in housing anyone except their "regular clientele." There are no available houses. In the circumstances, the few houses that were rented raised the rate 50 to 100 percent over the previous year. Some persons are living in one of the less desirable tourist camps. In one instance 14 men were living in one room. In another instance 5 men were living in a truck. Most of the construction people commute 30 or 40 miles to work every day.

As a gesture, a Fair Rent Committee has been appointed. Mr. W. C. Corson is chairman. However, investigation made it quite obvious that the work of this committee is purely perfunctory.

So far, the Housing Authority has undertaken to build 193 houses for non-commissioned married officers and civil service employees. Further than this no other action, so far as could be discovered, has been taken to remedy the situation. Since the town does not permit women to live in automobiles, some female stenographers from other towns and States have returned home.

The attitude of the local people toward the housing problem is that they do not want "the government to build a lot of cheap houses, which will become after the war a ghost town and thereby dilute the value of our property." However, if the government would build $5,000 homes or better it was stated that "Sebring could use at least 100 for tourists after the war." In short the attitude of the town derives from its customary methods of making a living from Northern tourists.

V. Arcadia, Florida

Arcadia, in DeSoto County, is 65 miles southwest from Sebring. It differs fundamentally from Sebring in that it depends upon cattle raising and not upon tourists for its income. It is also slightly larger than Sebring. In 1940, according to the Sixteenth Census (Series P-2, No. 34), Arcadia had a population of 4,055. The town and DeSoto County together had a population of 7,792. At that time Arcadia had a total of 1,246 dwelling units of which 1,147 were occupied and only 84 were for sale or rent (Sixteenth Census, Series H-2, No. 34). At present, according to an estimate made by Mr. F. E. Hanson, President of the Council, the town has a population of about 4,600, which is an increase of about 13 percent.

There are located near this town two air fields: Darr Field and Corlstom Field. At present the personnel of the two fields together is made up of about 75 instructors, 1,000 cadets, and about 250 civilian employees. Both fields are owned by the Riddle Aeronautic Institute. According to local information, Mr. Riddle has leased the fields to the Federal government, but he provides the instructors, while the army acts only in a supervisory capacity. At present all available houses in Arcadia are occupied, the tourist camps are occupied and 20 trailers are being used as homes. According to Lieutenant Charles Bently of Darr Field, and Lieutenant H. P. Nachtagall of the medical corps, there is an urgent need for at least 15 houses for commissioned officers, 15 houses for non-commissioned officers and six houses for civil service employees, making a total of 36 houses. It is believed that the personnel of both fields, however, will be greatly increased. If this should happen, the situation for dwelling units would become critical since no new building has been undertaken to relieve the present shortage.

Rents in Arcadia in apartment houses during the past year have increased by 30 percent, while rents for dwelling units in many instances have been doubled. However, rents a year ago were very low in Arcadia, some houses, unfurnished, renting for $7,00 or $10.00 per month. Some of the officers are now paying $35.00 per month for unfurnished houses. Lieutenant Charles Bently said that he had not found the rents higher than at Maxwell Field, Montgomery, Alabama.

The Chamber of Commerce has "attempted to put a ceiling on private rents." However, their effort to control rents has been ineffective because one tenant will bid against another for the same house and thereby drive the rent up. The investigation showed that in one case as many as four applicants had been bidding against each other to rent a small and practically "unlivable house."

Due to the shortage of dwelling units, seven local men who have some money, apparently, have become interested in building new houses. However, these men have not gone much beyond the exploratory stage. Apparently, these men would desire some kind of loan from the Housing Authority to supplement their private funds.

The attitude of the citizens in Arcadia toward the military personnel is in the main cooperative and they desire to act for the best interest of the army.

VI. Key West, Florida

Key West is a town located on the western end of an island four and one-half miles long and one mile wide. It is about 170 miles from Miami, and there are no towns near enough to make it possible for workers to commute between their jobs in Key West and their living quarters in such towns. Practically all food, building materials, etc., has to be brought into the island from the mainland. The isolated position of Key West, obviously, gives the local people monopoly power over housing and the cost of living. Until the beginning of the defense program Key West had become a static town and in some of its characteristics a decadent community. During the decade from 1930 to 1940 its population had increased from 12,831 to 12,927, or an increase of only 56 persons. In 1937 about 87 percent of the entire population was on Federal relief. (Sixteenth Census, Series Ph-3, No. 3). In 1940 Key West had 3,762 dwelling units, 3,515 of these were occupied and 199 were for sale or rent. (Sixteenth Census, Series H-2, No. 34, AL-9, G-30).

At present, according to Mr. Willard M. Albury, Mayor of Key West, "the population is now over 18,000 and by the first of the year (1942) the population will probably exceed 20,000 persons." Located on the Island are a Naval Base, a Naval Air Station, and an Army Defense Post ("Army Defense of Key West"). The personnel of each of these is being rapidly increased. At present the army post alone has 60 officers and 1,340 enlisted men.

Lieutenant S. K. Wilson, Public Works Officer, Naval Air Station, said that he had on file 86 applications for dwelling units for enlisted men having families and that he could find in Key West only four available dwelling units for rent and that the owners of these demanded exorbitant rents, the lowest of which was $140 per month.

To further complicate the situation there is considerable construction work on water mains, etc. in the city. However, when the construction work on the Island is completed about 300 or 350 rooms will be vacated, but at present there are no livable dwellings or even rooms, with here and there one unexpectedly vacated, in Key West.

Key West, except during the depression, has been accustomed to make enough income from tourists during the months of December, January,

February and March to live on throughout the year. This attitude still obtains and several tourists are now coming into the Island. As a result the local people treat army officers and military personnel as if they too were tourists. Private soldiers reported that in some instances they had been charged five cents a glass for ice water. All rents to military officers have been hiked up since the tourist season opened. No one, so far as could be found, was able to get a year's lease on a house. Commanding Officer James H. McKay of the Naval Air Station, who was renting a 2-bedroom house for $80 per month, after December was required to pay rent for the same house at the rate of $180 per month. According to Mr. D. H. Reynolds, a prominent engineer, "all rents have been practically doubled since the tourist season opened."

Investigation showed that the rent for very small apartments on South Street was $85 per month. Col. W. F. Putman, Commander, Army Defense of Key West, said, "You don't know where your rent is going to be from month to month." He declared that, "This town was down and out two years ago. The local people, judged by their action, are determined to get theirs now."

The construction workers are compelled to live 3 and 4 in a single room. The Civil Service employees are perhaps the worst hit. There are approximately 400 of these in Key West. They complain bitterly not only about high rents but the high cost of food, etc. The investigation showed that in representative grocery stores the prevailing price for bread was 12 cents per loaf, milk 20 cents per quart, and different kinds of meats from 50 to 100 percent higher than on the mainland. Electric current is 10 cents per kilowatt hour and gas $1.90 per 1000 cubit feet.

Apparently, however, in some cases there are two prices for the same article--one for the local people and another for "others." One officer reported that his Negro cook (local person) in the absence of his wife saved about 50 percent on their grocery bill.

Lieutenant Arthur W. Rubin said that he was living at the Corral Apartment, "which is somewhat cheaper than others," and that he was paying $20 per week for a kitchenette, a bedroom and a bath room. He further stated that he had canvassed the whole town for other rooms and every one had asked him $4 or $5 per day.

The City of Key West will not set up a Fair Rents Committee. The Chamber of Commerce apparently "has neither the money for the expenses or the necessary clerical help."

Mayor Williard M. Aubury was questioned very carefully about the entire situation. His relevant statements are as follows:

> "Available houses in Key West are very scarce. Mr. Thompson, owner of The Overseas Transportation Company and one of the main real estate owners in the city, is now building

a few houses. Rents probably are a little higher during the tourist season, but Key West has been living off tourists. The army and navy and air bases are not enough to support our merchants. We need the tourist trade also. I admit that some people do jack up their rents a little too high, but ever since the depression rents have been too low because the cost of building here is higher than on the mainland."

When asked if he thought 10 percent was a fair return on the value of a house he agreed. Then, confronted with the statement based on observation that very few houses looked to be expensive, he explained that his home cost $18,000, though it would not have cost but half that on the mainland. He pointed out that there were no industries on the island and that the population had to live mainly from services to tourists and "that the reason leases for one year are not made to army officers is because they may be transferred to other locations almost immediately." He further stated that Key West normally has needed more houses.

The attitude favoring tourists is further evidenced by the fact that several officers have been thrown out of rooms and dwellings when tourists offered to pay higher rates. Furthermore, the Casa Marina Hotel, which has about 200 rooms and is considered an "exclusive hotel," has just now opened its "season." The rates are $8 and $10 per day. Military personnel is not wanted in this hotel.

Several suggestions were made by military officials as to how to remedy the situation.

First: All the officers interviewed urged that all tourists be prevented from coming to Key West during the war.

Second: The Housing Authority has about completed 136 dwelling units in a slum clearance project next to the Naval Air Station. This project is for white persons. It is urged that this be made available for the use of the personnel of the Naval Air Station.

Third: The Housing Authority has about completed 82 units of low cost houses for Negroes. This project is known as Fort Village and is near the Army Post. Col. W. F. Putman, Commander of the Army Defense of Key West, urged that this project be made available for the army's use. He insisted that since the Negroes had not lived in it, it would be ideal and would solve his housing problem.

Fourth: In addition to the foregoing, it was urged that 300 to 350 low cost housing units should be built at once to house civil service workers and others not otherwise provided for.

## GENERAL CONCLUSIONS

First: Housing problems have been created by the rapid influx of workers and military personnel in each of the six communities surveyed.

Second: To relieve the situation it is clear that Federal action will be required.

Third: The most acute problem exists in Key West.

It is the urgent request of the military commands there that this Committee do all possible to remedy the situation.

/s/ Emory Q. Hawk

EXHIBIT 2

THE INDUSTRIAL BOARD
ADMINISTERING GEORGIA WORKMEN'S COMPENSATION
314 STATE OFFICE BUILDING
A T L A N T A

January 6, 1942

Mr. Harold J. McCormick
Member, O. P. M.
7th Regional Labor Supply Committee
1202 Candler Building
Atlanta, Georgia

Dear Mr. McCormick:

Reference is made to your letter of January 5th, 1942.

I appreciate your invitation to attend the meeting of the O. P. M., Seventh Regional Labor Supply Committee next Tuesday at the Henry Grady Hotel. From tomorrow through January 14th, I will be out of the City on official business, which, of course, will prevent me from attending.

I will bring the matters set forth in your letter before the Full Industrial Board for consideration at its next meeting, which is scheduled for January 17, 1942. Action of the Full Board will fix the policy we will follow with respect to the matters referred to in your letter, which I am sure will be in line with the items you enumerated.

Very truly yours,

/s/ Chas. G. Bruce

Charles G. Bruce, Chairman
The Industrial Board

CGB:MLE

January 5, 1942

Judge Charles G.Bruce, Chairman
Georgia Industrial Commission
State Office Building
Atlanta, Georgia

Dear Judge Bruce:

The OPM Seventh Regional Labor Supply Committee is meeting at the Henry Grady Hotel on Tuesday, January 13. At that time I will report upon the recent conference which Mr. Britton and I had with you at your office in regard to persons with not too severe physical handicaps being inducted into essential war and defense industries.

I am prepared to recommend that Georgia industrialists holding war and defense contracts be advised to discontinue present rigid physical requirements for employment and bring into their plants any qualified person who may be employed without creating an extreme safety hazard for himself and for fellow workers. I will further recommend that in seeking to institute this procedure, the individuals contacted be assured that the OPM Labor Supply Committee and the Georgia Industrial Commission will assist them in the event of controversies arising between the industrialist and his Workman's Compensation insurance carrier.

The form of assistance will be:

1. The immediate availability of the Georgia Industrial Commission to mediate any disputes between industrial interests and their insurance carriers in regard to plant induction of physically handicapped persons.

2. The Industrial Commission to expeditiously apply the several processes leading to forced carriage of insurance as prescribed by the Georgia Workman's Compensation Act in the event the Industrial Commission cannot conciliate differences as set forth in (1) above.

3. The OPM Regional Labor Supply Committee to bring in the agency for which the contract is being prosecuted to discuss adjustments, upon the recommendation of the Industrial Commission that forced carriage is inflicting undue hardship on an insurance company, based on an individual plant experience record encountered through actual application of the procedure discussed herein.

4. The OPM Regional Labor Supply Committee to be available at all times to consult with representatives of the Industrial Commission, plant management or insurance carrier, either individually or collectively on matters pertaining to continued labor supply for Georgia plants prosecuting war and defense contracts.

Your immediate recognition of the absolute necessity of broadening the field of future labor supply through this procedure and your splendid assistance to the subcommittee was most gratifying and I wish to record here the thanks of the main body.

Will you please confirm your agreement with the policies outlined above and advise me if you can spend a few minutes with the Committee at the coming meeting at the Henry Grady.

Very truly yours,

Harold J. McCormack
Member, OPM, 7th Regional Labor Supply Committee

CONFIDENTIAL

R07-1954

Seventeenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Thomas Jefferson Hotel
Birmingham, Alabama
January 27, 1942

PRESENT: James H. McGinnis, Acting Chairman, USES
E. Q. Hawk, U.S. Bureau of Labor Statistics
J. T. Johnson, Jr., Major, Ord., USA, Office of Under Secretary of War
T. L. Elder, Farm Security Administration
John Pritchard, National Youth Administration
L. E. Geohegan, Contract Distribution Division, WPB
J. E. McDaniel, Training Within Industry
Ben E. Harris, U.S. Office of Education
H. J. McCormack, Work Projects Administration
J. T. Gibson, Jr., Lt. Comdr., Selective Service

Alternates

J. R. Crittenden, Major, Inf., USA, Selective Service
Eric A. Greve, Work Projects Administration
A. Frederick Smith, Bureau of Employment Security
W. B. Klugh, Assistant Labor Supply Officer, USES
Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
Edgar W. Wilson, Senior Administrative Assistant, Civil Service Commission

Visitors

I. A. Karam, Chief, Labor Relations, USES, Washington, D.C.
Louie L. Rhudy, Regional Farm Placement Representative, USES, Birmingham
Alfred F. Scogin, Manager, USES, Atlanta, Georgia
Ernest L. Marbury, Field Representative, OPM, Washington, D.C.
Warner W. Hall, Captain, Ord., Birmingham Ordnance District, Birmingham
Ike Friedman, Manager, USES, Memphis, Tennessee
J. M. Parmelee, Apprenticeship Field Representative, U.S. Department of Labor, Memphis, Tennessee
R. C. Palmer, Assistant to Vice-President, Ingalls Iron Works Company, Birmingham, Alabama
T. J. Starling, Director, Region 8, UAW-CIO, Atlanta, Georgia
C. P. Noland, Major, Ord., Birmingham Ordnance District, Birmingham
Frank E. Coffee, Labor Information Representative, Social Security Board

The minutes of the last meeting were taken up and approved.

A telegram from Mr. Corson in relation to formation of State Labor Supply Committees was read and a short discussion was held.

Action: The Committee decided to hold up consideration of appointment of State Labor Supply Committee members pending receipt of a directive, at which time a special meeting would be called inviting to the meeting representatives of the Under Secretary of War, of the Navy and the United States Employment Service Directors in the States.

The sub-committee, appointed at the last meeting to investigate the alleged refusal of the A.F. of L. electricians' local in the Huntsville, Alabama, area to hire CIO members, made a report. Discussion of the report showed that all allegations were not substantiated so that it was believed not necessary to consider the problem further.

The sub-committee appointed to contact officials of shipyards to discuss present hiring practices reported on discussions held with officials of Mobile shipyards. The report is attached hereto as Exhibit I.

Mr. McGinnis reported that just prior to the visit of the above sub-committee to Mobile, a Mr. Alonzo, of the Gulf Shipbuilding Company of Mobile, came to Birmingham, contacted and hired welder-trainees. Included among the number hired were 14 workers employed by the Ingalls Iron Works Company in Birmingham. It was set forth that there is a difference in wage scale between Birmingham and Mobile, being 88¢ in Birmingham and $1.05 in Mobile. Mr. Palmer, of the Ingalls company, stated that the Gulf Shipbuilding Company is working on a cost plus contract while the Ingalls company is working on a fixed price contract, so that there is a possible difference in profit. He believes that the men would not leave his plant if they were not contacted and told that a job would be available for them in Mobile. He stated that information concerning jobs is being passed along from one worker to another. Considerable discussion was held on wage differentials between firms and areas. Dr. McDaniel reported that Mr. Fowler, of the Fulton Sylphon Company, had given him information that a Grove Alexander, of the Defiance Pressed Steel Company, Marion, Ohio, had flown to Knoxville and had contacted and hired the top tool and die maker of the Fulton company. Dr. McDaniel set forth the contacts he had made and recommendations for action to be taken in this case. Considerable discussion was held on the "pirating of workers" problem in relation to such factors as workers changing jobs to secure higher wages or better living conditions; in relation to employers not giving orders to the United States Employment Service for workers instead of directly contacting workers; in relation to newspaper advertising, all-out training to increase supply, and other phases of the problem.

Action: Mr. McCormack, Dr. McDaniel, and Mr. Britton were appointed as a sub-committee to set forth a statement on piracy of labor for adoption by the Committee.

Mr. McCormack made a final report on the action of the Georgia Industrial Board in relation to the Committee's request as set forth in the minutes of the last meeting. The Georgia Industrial Board confirmed and assented to each of the four provisions contained in Mr. McCormack's letter of January 5, which was reproduced and attached to the minutes of the last meeting.

Action: The Committee requests the Acting Chairman to have the report sent to all local offices of the USES in Georgia, with a copy to each of the USES Directors and to agencies handling rehabilitation cases in the other States of the region.

Major Crittenden gave a confidential report on the Wheland Company of Chattanooga, Tennessee, setting forth various problems encountered in the production of war equipment.

Action: The Committee considers that no further action, other than that indicated, is required.

A report from Mr. O'Connor, requested by the Committee at the last meeting, on lists of vocational education trainees in Savannah being given out, was read. The report stated that lists had been requested by shipbuilding companies and unions in the area, but that these lists had not been furnished.

Mr. McGinnis reported that an analysis of 18 selected ship and boat building firms in the region showed that they had a November employment of 26,277. It was anticipated that the January employment would be 28,360 but actual January employment was 35,029, with an additional 14,872 to be hired in the next six months. This additional anticipated increase was based on the report of only 11 of the 18 firms, with the other seven firms unable to anticipate their employment because they are awaiting further contract awards, completion of construction, or other problems were confronting them.

AFTERNOON SESSION

Mr. McGinnis read a letter from Mr. Myers authorizing Mr. E. W. Wilson to act as his alternate for this meeting.

Mr. Scogin, manager of the Atlanta office of the USES, made a report on the displacement of automobile workers in Atlanta. He stated that the Ford Motor Company, the Chevrolet and Fisher Body plants employ approximately 2,000 workers. At present, approximately 300 are unemployed. It is expected that Chevrolet and Fisher Body will begin a complete shutdown on January 28, involving approximately 1,400 workers, and the Ford plant will begin a complete lay-off on January 30, involving about 600 workers. Also affected by the Chevrolet and Fisher Body shutdown will be 150 workers at the Southern Spring Bed Company, which manufactures cushions for the Chevrolet cars. It was stated that there might be a possibility of the Ford plant going into the assembly of "jeeps" for the U.S. Army, which would return to employment the entire personnel of the Ford plant and might require at least 150 more workers than the plant usually employs. It was stated that Ford and Chevrolet employees live in eight counties in the immediate vicinity of Atlanta, commuting daily to work. Many of these workers own or rent small farms. At present, a total of 96 of these workers are being given vocational education training in arc welding, acetylene

welding, machine shop and tool operator courses, and airplane mechanics. Provision has been made for 26 additional men to be trained, starting February 2, and, if floor space can be secured, an additional 200 will be taken into training in the immediate future. Some 15 men were hired by the Baldwin Locomotive Works on January 26. Mr. Wilson stated that the Civil Service Commission had been taking a number of the Ford plant workers for Federal service. Discussion was held on the possibilities of war production employment in Atlanta, and it was set forth that there is little chance for such employment at present. It was also brought out that most of these workers would have to receive training before being employed in war production, but it is believed that there is not sufficient equipment in Atlanta to train all of these workers.

Action: The Committee requests the Council of Administrators in Atlanta to set up training courses for these displaced workers, and requests Major Brockman and Mr. McCormack to attend the meeting of the Council and make a report on the action taken.

Mr. Friedman, manager of the USES office in Memphis, reported that lay-offs are occurring in the automobile and rubber manufacturing plants in that area. Most of the Ford plant workers are or will receive training which will qualify them to work at Brookley Field in Mobile. Assembly men are being trained to become helpers, receiving $1500 per year while in the six-months training course. Juniors who have two years experience will be paid $1680 to $1860. Journeymen, with four years experience, will be paid $1860 to $2000. Seniors selected from among the journeymen will receive $2000 to $2200, and foremen, who will be selected after being employed, will receive $2600 to $2900. A lay-off of 1600 workers will occur in the Firestone Tire & Rubber Company plant depending on the amount of rubber received. The plant will be used in the manufacture of balloons and gas masks; however, the same group of employees will not be used but they will employ approximately 700 women. It was reported that the Goodyear plant at Gadsden, Alabama will close down during this week, but no information was available on the numbers who will be unemployed. A report on this will be made at the next meeting.

Mr. Marbury reported that discussions had been held during the week on an expansion of training in Alabama, including training for women and Negroes. It appears that the training program will be trebled, but further information will be available within a few days. Mr. McGinnis stated that 30 Mobile Negroes would be trained at Tuskegee in welding training courses. It was set forth that the WPA will arrange for the transfer of these trainees and the welding machines have been purchased, with the course to start as soon as the machines are installed. Further discussion was held on all-out training of workers for occupations in which stringencies will occur. Discussion was held on the availability of training facilities, and it was set forth that an inventory was made recently of unused training facilities, with the information to be available in the near future. It was considered necessary that further training in excess of all known needs should be instituted.

Action: The Committee requests the Acting Chairman to instruct the State Councils of Administrators to take immediate action to step up training programs in the States in the region.

Mr. McGinnis read a report that on January 2 the Maritime Commission canceled contracts held by the Savannah Shipyards, Inc., and had taken over the plant. By January 12, 300 workers were rehired, and it was announced that a contract had been awarded by the Commission to the Daniel Construction Company of Birmingham, Alabama, to build or complete all buildings and plant facilities, with a contractor to build the ships to be selected at a later date. It was also set forth that the MacEvoy Shipbuilding Company in Savannah had secured a large contract to build concrete tankers and would operate the Terry Shipyards at Port Wentworth, and that the Savannah Machine and Foundry Company had secured an additional contract for five more mine sweepers and a repair dock.

The sub-committee appointed during the morning session to develop a statement on piracy reported to the Committee. Discussion was held at length on the statement and on the problems involved, and the following resolution was adopted:

Action: The Committee goes on record as recommending Federal control of labor, training and recruitment in order that useless shifting of labor may be avoided and placement may be made in accordance with priority needs.

Discussion was had on advertisements in the Birmingham Age-Herald and newspapers in other cities which are used for recruiting labor for work in Houston, Texas, Trinidad and British Guiana, and other areas. It was set forth that such recruiting practices cause a disruption of the labor market.

Action: The Committee authorizes the Acting Chairman to contact the newspapers in Birmingham and request that such advertisements not be accepted but rather to refer the advertiser to the local USES office.

Major Crittenden discussed plans under way in Tennessee for recruiting agricultural labor. Meetings have been held of agricultural agencies and farm groups, and plans are being set up to maintain a balance between industrial, agricultural, and military needs.

Mr. Elder reported that the farm labor program is under way in Florida, Georgia, and South Carolina, and the first meeting to discuss agricultural labor had been held in Alabama. He also stated that it is expected that difficulty will be experienced in relation to maintaining an agricultural labor supply in the Ozark, Alabama area where an army camp will be built. Mr. Elder and Mr. Rhudy will meet to attempt to work out the problems to be encountered in this area.

Mr. McGinnis discussed the preliminary list of occupations suitable for women and announced that a copy would be made available to members of the Committee when sufficient copies are received.

Discussion was held on the next meeting place of the Committee, and it was decided that the next meeting will be held February 10 in Chattanooga, Tennessee.

The meeting was then adjourned.

Jas H. McGinnis

James H. McGinnis
Acting Chairman
Seventh Regional Labor Supply
Committee

Attachment

EXHIBIT I

SELECTIVE SERVICE SYSTEM
Alabama State Headquarters

Montgomery

January 24, 1942

Subject: Conference with Officials of Mobile Shipyards, to Discuss Hiring Practices and the Use of the U.S. Employment Service

To : Mr. James H. McGinnis
Acting Chairman
Seventh Regional OPM Labor Supply Committee
Social Security Office
Chamber of Commerce Building
Birmingham, Alabama

1. Pursuant to instructions issued in the last meeting of the OPM Labor Supply Committee held in Atlanta on January 13th, Lt. Commander J. T. Gibson, Jr., and the undersigned officer have contacted officials of the Mobile Shipyards to discuss present hiring practices and to propose full use of the U.S. Employment Office in Mobile.

2. During the morning of January 20th conference was held with Mr. G. N. McIlhenny, Superintendent of the Alabama Dry Docks and Shipbuilding Company, and during the afternoon several hours were spent with Mr. Hill, Vice-President and General Manager of the Gulf Shipbuilding Company.

3. It was brought to the attention of both Mr. McIlhenny and Mr. Hill that certain trainees who were recruited and trained in Mississippi for Ingalls Shipyards at Pascagoula were hired at the gate by both Alabama Dry Dock and Gulf Shipbuilding Corporation. It was emphasized that this practice was not only disrupting the training schedule in Mississippi but was also up-setting the training schedule in Alabama, as well as the employment offices at both locations. Considerable discussion arose over this subject, and both Mr. McIlhenny and Mr. Hill agreed to register their future needs for trainees direct with the Employment Office in Mobile and to refrain from any further hiring of such trainees at the gate.

4. Lt. Commander Gibson and the undersigned officer brought to the attention of both of these shipyards that it is absolutely essential that recruitment and training of labor for their needs be coordinated with recruitment of men for the armed forces. It was brought to the attention of Mr. McIlhenny and Mr. Hill that the deferment of necessary men in their plant must be carefully coordinated with labor supply and it was, therefore, requested that all hiring at the gate be ended, and that recruitment of all workers be made through the U.S. Employment Office at Mobile. Mr. McIlhenny

and Mr. Hill did not agree to close their employment offices immediately, but did agree to make fuller use of the U.S. Employment Service, provided such service is able to demonstrate that they can supply men in the quantities needed and in a reasonably short time.

5. Both Mr. McIlhenny and Mr. Hill were questioned in regard to the operation of the Mobile Employment Office and they both stated that this office was very cooperative but in the past had not been able to provide skilled and semi-skilled labor in the quantities needed by their plants.

6. Both Commander Gibson and the undersigned officer maintain very close contact with these two shipyards and it is felt that gradually this Committee will be able to convince the shipyards that they must secure all of their men from the Employment Service. Some time will be required to work the situation out and to convince the shipyards that the Employment Office can function efficiently for them.

7. The Ingalls Shipyard at Pascagoula and the new shipyard being established at Pensacola were not contacted on this trip. After consultation with you by telephone, you will recall that we agreed to first contact the Mobile Shipyards and discuss this matter in the next committee meeting, and at a later time to make necessary contacts at Pensacola and Pascagoula.

/s/ J. T. Johnson, Jr.

J. T. Johnson, Jr.,
Major, Ord. Dept.,
Liaison Officer
Seventh Regional OPM Labor
Supply Committee

CONFIDENTIAL

R07-1976

Eighteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Hotel Patten
Chattanooga, Tennessee
February 10, 1942

PRESENT: James H. McGinnis, Acting Chairman, USES
J. T. Gibson, Jr., Lt. Comdr., Alabama Selective Service
Harold J. McCormack, WPA
J. E. McDaniel, TWI
T. L. Elder, U.S. Department of Agriculture

Alternates

Walter E. Keyes, U.S. Office of Education
Nelson Beare, Principal Administrative Assistant, NYA, Region III
Edgar W. Wilson, Senior Administrative Assistant, Civil Service Commission
W. B. Klugh, Assistant Labor Supply Officer, USES
A. Frederick Smith, Bureau of Employment Security, Social Security Board

Visitors

Ernest L. Marbury, Field Representative, War Production Board, Washington
Warner W. Hall, Captain, O.D., Birmingham Ordnance District
Thomas H. Jones, National Defense Training Supervisor, Chattanooga Vocational School
Dan M. Jones, District Supervisor, State Department of Education (Tennessee)
J. M. Parmelee, Apprenticeship Representative, Memphis
Louie L. Rhudy, Acting Regional Farm Placement Representative, USES, Birmingham
Edwin R. Siddall, Manager, Chattanooga USES Office
Paul Jessen, Acting Director for Tennessee, USES
Henry S. Bloker, District Supervisor, USES for Tennessee

The minutes of the last meeting were taken up and adopted. It was suggested that the letter setting forth the action of the Georgia Industrial Board assenting to the Committee's request as set forth in the minutes of the sixteenth meeting be reproduced and attached to the minutes of this meeting. The letter is attached hereto as Exhibit I.

Mr. McGinnis reported that the statement of the Georgia Industrial Board had been sent to the United States Employment Service in Georgia for distribution to all USES offices in that State, and that the statement was being sent to the other States in this region.

Mr. Klugh reported on an assignment to contact the newspapers in Birmingham in relation to advertisements which are recruiting labor for work in other areas of the country without reference to the local office of the USES. The matter was discussed at length with the newspaper officials and they wish to cooperate with the Service to the fullest extent, indicating that every advertisement for skilled labor offered to the paper would be submitted to the local office of the USES for approval before such advertisement was printed. It was agreed, however, that only advertisements which proposed pooled type interviews and hiring on the spot would be submitted before being carried in the paper. Blind advertisements would be printed but full information with respect to the person or company having the advertisement inserted would be furnished to the manager of the local employment office, upon request, in order that the employment service might have the opportunity of having the advertisements stopped at their source or have the employment service designated as the recruiting agency. Discussion was held on contacting other newspapers in larger cities of the region in relation to similar advertisements.

Action: The Committee requested that the report be attached to the minutes of the meeting and sent to the USES Director in each of the States of the region for similar discussion with the newspapers in the larger cities.

Discussion was held on sending the minutes of the Committee meetings to the USES Director to each of the States so as to keep them informed of action of the Committee.

Action: The Committee considered that the minutes should be sent to each of the Directors.

Mr. McGinnis read a letter from Mr. Corson setting forth a list of officers of the War Department showing the State to which they will be assigned to work full time on labor supply matters. He stated that he had been notified to provide space in the Regional Office and in each of the States for the liaison officers.

Mr. McGinnis reported that the Hercules Powder Company, operating the Volunteer Ordnance Works at Chattanooga, had failed to give information on anticipated employment to the local USES office, due to orders they had received from the War Department. Discussion was held on the need for this information in relation to setting up training courses for workers who will be needed in this plant. It was stated that plans for the staffing of the plant anticipated that men instead of women would be hired. It was felt that a definite revision in these plans would have to be made.

Action: The statement of the company was referred to Lt. Comdr. Gibson and Major Johnson for action in relation to securing information on anticipated hires and training needs.

Mr. McGinnis read a letter from Mr. Corson setting forth that Mr. William R. Davlin, Acting Counselor, National Resources Planning Board, Atlanta, Georgia, would be a member of the Committee.

A letter from Mr. Corson in relation to Dr. Hawk's report on housing conditions in Key West, Sebring, Pensacola and other Florida localities was read. The letter stated that the report had been forwarded to the Defense Housing Coordinator's office so that the present housing programs may be revised. It set forth that a check by officials reveals that, as of January 1, 330 unites were programmed for Key West, of which 120 were completed; 193 were programmed for Sebring, completion status unknown; 600 were programmed for Pensacola, of which 400 were finished and 100 about 93 percent complete; 2,110 were allocated to Mobile, Alabama, of which 500 were completed; and over 1,800 for Charleston, South Carolina, most of which have been finished. Officials of the Defense Housing Coordinator's office indicate that the 120 completed units in Key West were reserved for enlisted men, while the 210 additional units programmed will be available for both civilian workers and enlisted men.

A preliminary report on hires of women in industry in Region VII was read. The report indicated that employers would be willing to employ women in 22,325 jobs during the next six months. The report is attached hereto as Exhibit III.

Mr. Klugh reported that the Macon Fuse Loading plant stated that there are now approximately 300 women employed and that the vocational education training school has approximately 300 more available. The plant will employ at least 3,800 and may hire as many as 5,000 at the rate of 100 per week. It is expected that difficulty will be experienced in recruiting enough women workers, with recruiting being extended throughout North Georgia. The entrance wage is 47¢ per hour for the first 30 days, then increased to 51¢ per hour. The plant did require high school graduates but has lowered these requirements. The WPA is supplying trainees at present and it is making a survey in Georgia to determine the number of women who can work at this plant. The minimum training period is four weeks and the plant insists that the training must be given in Macon. Mr. Keyes reported that an investigation is being made of the possibility of speeding up the training and shortening the period of training. It was reported that there is a possibility of a housing shortage in Macon when all projects in the area are staffed.

Action: The Committee considers that no action should be taken pending a report by Mr. Keyes on the investigation now under way.

A report on stove manufacturing in the region was read by Mr. McGinnis, with the statement that the report had been forwarded to the Birmingham office of the Contract Distribution Division. The report set forth that the greatest concentration of stove manufacturing is found in

an area of approximately 100 miles surrounding Chattanooga. Approximately 1,606 workers had already been laid off, with an additional layoff of 702 anticipated during February. Most of the workers so far laid off were unskilled or were those most recently hired.

A report on labor market developments in the region was read and discussed. The report is attached hereto as a part of the minutes.

Mr. McGinnis discussed an occupational analysis which will be made of displaced automobile workers, setting forth how the USES will match occupations in similar job families. This occupational analysis will be turned over to the Civil Service for their use in attempting to place these automobile workers in jobs at Brookley and Wellston Fields.

Mr. McCormack made a report on training for displaced workers in Atlanta. He stated that it is considered necessary for as many direct placements to be made on jobs as soon as possible. Atlanta also is not currently equipped to handle the training of displaced workers in that city, and it would seem necessary that some NYA facilities should be used for this training. Mr. Beare reported that NYA training stations at Marietta are being used to train 14 automobile workers, and stations at Chapman Springs are being used to train 18. This training will be completed by March 1 when the stations will be called upon for other use. Considerable discussion was held on NYA training in the region and the following action was taken:

Action: The Committee goes on record proposing to the National Labor Supply Committee that it request that all training facilities be made available for training displaced workers without reference to age limitations.

Mr. Keyes reported that, due to a low priority rating on training equipment ordered for Chattanooga, delay is being encountered in securing such equipment and that training is being held up. It was stated that some of the men who will be trained will work with the Wheland Company.

Action: The Committee requests that a report of the need for this equipment be presented to the Acting Chairman of the Committee, and authorizes the Acting Chairman of the Committee to submit the report to Washington with appropriate recommendations.

Discussion was held on the next meeting of the Committee and it was decided that the meeting would be called by the Acting Chairman at his discretion when further information is received on the establishment of State and local labor supply committees.

The meeting was then adjourned.

James H. McGinnis, Acting Chairman
Seventh Regional Labor Supply
Committee

Attachments 4

EXHIBIT I

THE INDUSTRIAL BOARD
Administering Georgia Workmen's Compensation
314 State Office Building

ATLANTA

January 17, 1942

Mr. Harold J. McCormick
Member, O. P. M.
7th Regional Labor Supply Committee
1202 Candler Building
Atlanta, Georgia

Dear Mr. McCormick:

Supplementing my letter to you of January 6, 1942, I am pleased to advise that the Full Industrial Board in regular session today confirmed and assented to each of the four numbered provisions contained in your letter of January 5, 1942.

It is our desire to cooperate with you, your committee, and all other defense agencies in every way we can within the limits of our power.

Very truly yours,

/s/ Chas. G. Bruce
Charles G. Bruce, Chairman
The Industrial Board

CGB:MLE

EXHIBIT II

To: Seventh Regional Labor Supply Committee

Birmingham, Alabama
February 5, 1942

From: W. B. Klugh,
Assistant Labor Supply Officer

Subject: Advertisements for Labor in Local Newspapers

Pursuant to the resolution of the Regional Labor Supply Committee adopted at the seventeenth meeting in Birmingham on January 27, in company with Mr. Austen L. Bennett, manager of the Birmingham local office of the United States Employment Service, I called upon Mr. J. E. Chappell, President and General Manager of the Birmingham News-Age-Herald, with respect to advertisements appearing in that paper which had been inserted by various individuals or companies attempting to recruit skilled labor without reference to the local office of the United States Employment Service and which had the effect of disrupting the local labor market.

A general discussion of labor recruiting and advertising was had with Mr. Chappell, together with Mr. H. B. Bradley, Advertising Director, Mr. C. B. Hanson, Jr., Assistant Advertising Director, and Mr. R. E. Faherty, Classified Advertising Manager. The desire of the paper to cooperate with the United States Employment Service and with the Regional Labor Supply Committee in the matter of controlling the movement of labor and supplying labor to holders of war production contracts was expressed by Mr. Chappell.

As a result of the conference it was agreed that advertisements submitted for publication, which did not carry the name of the United States Employment Service, or provide that the recruiting was to be done through the United States Employment Service, in the case of pooled type interviews and hiring on the spot, would not be accepted until they were submitted or authorized by the local office of the United States Employment Service, or unless they carried the name of the United States Employment Service as the recruiting agency.

With respect to blind advertisements being received from distant points, it was felt that such advertisements should be printed where applications were asked to be submitted through the mails, but that full information with respect to the person or company having the advertisement inserted would be furnished to the manager of the local employment office or to this office, upon request, in order that the employment service might have the opportunity of having the advertisements stopped at their source or have the employment service designated as the recruiting agency. It was not believed that such blind advertisements, where they requested only letters of application from prospective employees, would cause any appreciable disruption in the local labor market.

Respectfully submitted,

/s/ W. B. Klugh
W. B. Klugh

EXHIBIT III

To: James H. McGinnis,
Regional Labor Supply Officer

Birmingham, Alabama
February 9, 1942

From: A. Frederick Smith (JGF)
Regional Labor Market Analyst

Subject: Hires of Women in Industry

A preliminary tabulation of employer labor demand indicated that they would be willing to employ women in 22,325 jobs during the next six months. Munition manufacturers in this Region, many of them with plants nearly completed, anticipate the following peak employment during the next six months and number of women to be employed at the peak:

| Company | Peak | Number of Women |
|---|---|---|
| Brecon Loading, Talladega, Alabama | 6,000 | 3,000 - 3,600 |
| DuPont, Childersburg, Alabama | 7,000 | 400 2/ |
| Naval Fuse Loading Plant, Macon, Georgia | 2,737 1/ | 1,500 |
| Wolf Creek Ordnance Plant, Milan, Tennessee | 5,100 | 2,295 |
| Huntsville Arsenal, Huntsville, Alabama | 5,002 | 400 2/ |
| Redstone Ordnance Plant, Huntsville, Alabama | 2,750 | 1,650 |

1/ The Naval Fuse Loading Plant will probably expand as the other plants in this Region have done, and the anticipated peak will probably be 5,000.

2/ DuPont and Huntsville Powder and Chemical Warfare manufacturers do not intend to employ women other than in clerical occupations.

The estimates for the peak for Brecon Loading Company and DuPont Chemical Company are based on expanded production of almost twice the originally scheduled capacity. The Naval Fuse Loading Plant at Macon will probably employ 5,000 at the peak but this has not been officially confirmed. Wolf Creek Ordnance Plant, Huntsville, and Redstone Ordnance Plant might expand and have a peak employment greater than is estimated at present.

Another large demand is for the aircraft industry where about 6,000 may be hired. Two aluminum companies have expressed willingness to hire women in 2,770 jobs. They have been accustomed to hiring young high school graduates and other young men workers. One shipbuilding company expressed willingness to employ women as machinists, marine and bench; boat builders, and electricians.

/s/ A. Frederick Smith
A. Frederick Smith, Regional
Labor Market Analyst

EXHIBIT IV

To: James H. McGinnis
Regional Labor Supply Officer

Birmingham, Alabama
February 9, 1942

From: A. Frederick Smith
Regional Labor Market Analyst

Subject: Labor Market Developments - Region VII

The two most highly industrialized States in this region, Alabama and Tennessee, have high levels of employment at present. In Tennessee, an expansion demand of 12,500 is anticipated, while priority layoffs are estimated at 4,000 within the next six months. Alabama's employment is at exceptionally high level, with major hiring to occur in shipbuilding, munitions and construction.

Although in Mississippi the employment has been above average for comparable periods in previous years, it has not reached the pace set by Alabama and Tennessee. In Georgia, Florida and South Carolina, the decreases in employment were not offset by an expansion in the war industries to the same degree as in Alabama and Tennessee.

Munitions

Four additional production lines will be built at the DuPont plant at Childersburg, a total of eight lines as compared to the original four. Brecon Loading Company will also increase their assembly lines from two to four. Anticipated employment for Brecon is 6,000 and for DuPont 7,000. A contemplated third shift for the Wolf Creek Ordnance plant at Milan, Tennessee will increase the peak employment from 7,500 to an estimated 12,000. It is also expected that 60 percent women will be hired rather than the 30 percent originally contemplated. Major hirings at the Huntsville Arsenal and Redstone Ordnance plant will commence this month and continue until July 15.

Construction

Construction will begin on the expansion of the Opelika Airport and the Army cantonment at Ozark, Alabama. Construction at Brookley Field is progressing according to schedule and approximately 1,100 operations personnel have been hired. In Florida, Camp Blanding and the Jacksonville Naval Air Station are 92 percent complete. Tyndall Field, Eglin Field, and the Naval Air Station at Pensacola are nearing completion. A $5,000,000 additional expansion was announced for Pensacola and $7,000,000 for Tyndall Field. A new army base hospital at Memphis will employ from 2,000 to 3,000 workers. Proposed construction in the Nashville area will require 20,000 to 35,000 workers in 1942. These projects include the air corps bomber base at Smyrna, the army camp at Clarksville, and the construction of the Cumberland River Dam. Construction of the Mississippi Ordnance plant at Flora is 65 percent complete.

Agriculture

Agricultural activities in Alabama, Mississippi and Tennessee are at a very low stage. In Florida, citrus activity has reached the peak with no shortages of workers reported. Early reports of labor shortages for field workers in the truck farms in the Everglades and lower East Coast area were eliminated by heavy rainfall which caused some crop damage. South Carolina truck farmers indicate difficulty in securing workers.

Basic Iron and Steel

Operations continue at a high level. A new blast furnace is to be installed in the United States Steel plant at Fairfield. This furnace and other improvements will increase steel ingot production by 20 percent at that plant.

Shipbuilding

Anticipated additional increases of over 15,000 are expected in the shipbuilding industry during the first six months of 1942. Present employment is over 35,000. Some shipyards in Florida have expanded very rapidly. One Jacksonville firm has increased its employment from 400 to 1,050 in the past 60 days. Another reports increases from 75 to 533 in 60 days. Negotiations have begun for the establishment of the Pensacola Shipyards and Engineering Company at the site of the old Pensacola Shipyards. They intend to build welded cargo ships and anticipate a peak employment of about 1,500. Other large expansions are anticipated.

Aircraft

Two of the larger aircraft plants in this region, Vultee and Fisher Memphis Aircraft, are somewhat behind their anticipated hiring schedules. Fisher anticipates 900 additional hires from March to June. Present employment is 1,200. Vultee, with a present employment of 3,700, hired 400 in the past month. Intercontinent Aircraft of Florida has reached a point where it cannot expand any faster than key workers can be obtained.

A. Frederick Smith

CONFIDENTIAL R07-1904

Fourteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

DeSoto Hotel
Savannah, Georgia
December 9, 1941

PRESENT: James H. McGinnis, Acting Chairman
Regional Labor Supply Officer, Birmingham
J. E. McDaniel, TWI, Atlanta
J. T. Johnson, Jr., Major, U.S.A., Office of Under Secretary of War, Montgomery
E. Q. Hawk, U.S. Bureau of Labor Statistics, Birmingham
Kendall Weisiger, Minorities, OPM, Atlanta
John Pritchard, NYA, Memphis
Harold J. McCormack, WPA, Atlanta
T. L. Elder, Farm Security Administration, Montgomery

Alternates

Walter E. Keyes, U.S. Office of Education, Washington
Robert Ansley, NYA, Memphis
Charles A. Britton, Apprenticeship, Atlanta
Eric A. Greve, WPA, Montgomery
A. Frederick Smith, Social Security Board, Birmingham
William B. Klugh, U.S.E.S., Birmingham

Visitors

Morgan Baker, Regional Informational Representative, Social Security Board, Birmingham
Ernest L. Marbury, Assistant to Chief, Labor Supply Branch, OPM, Washington
Walter Burr, Assistant to Chief, Labor Supply Branch, OPM, Washington
Will W. Alexander, Chief, Minorities Section, Labor Supply Branch, OPM, Washington
W. F. Gow, Assistant Regional Representative, Employment Security, Birmingham
Sidney Q. Janus, Occupational Analyst, U.S.E.S., Birmingham
Edward J. Tracy, Special Expert, U.S. Maritime Commission, Washington
Charles J. Brockman, Major, U.S.A., Selective Service System, Atlanta
Bryce P. Holcombe, Commissioner of Conciliation, Department of Labor, Washington
J. E. B. Stewart, Director, Georgia Bureau of Unemployment Compensation, Atlanta
M. A. O'Connor, Director, Georgia State Employment Service, Atlanta
W. L. Abbott, Assistant Director, Georgia State Employment Service, Atlanta
J. F. Nesmith, Field Supervisor, GSES, Atlanta
V. A. Milton, Field Supervisor, GSES, Atlanta
E. G. Scott, Field Supervisor, GSES, Atlanta
Rex Huffman, Clearance Officer, GSES, Atlanta
Robert E. Reily, Jr., Chief, Research and Statistics, Georgia Bureau of Unemployment Compensation, Atlanta
Carl Rountree, Informational Representative, Bureau of UC, Atlanta

J. P. Kelly, Veterans Employment Representative for Georgia, U.S.E.S., Atlanta
C. W. Adickes, Field Supervisor, South Carolina State Employment Service, Columbia
Charles R. Crumpton, Special Agent, U.S. Office of Education, Washington
John F. Cannon, State Supervisor, Trade and Industrial Education, Georgia State Department of Education, Atlanta
J. R. Womack, Assistant State Supervisor, Trade and Industrial Education, Atlanta
W. N. Pittman, Director Vocational Education, Savannah Public Schools, Savannah
John E. Fortin, Assistant Superintendent, Vocational Education, Georgia State Department of Education, Savannah
C. J. King, Superintendent, Trade and Industrial Education, South Carolina State Department of Education, Columbia
Dr. Mary H. Hayes, Director, Division of Youth Personnel, NYA, Washington
C. H. Barker, State Director, Work Projects, NYA, Atlanta
E. Boyd Ellison, State Director, Division of Youth Personnel, NYA, Atlanta
Gilbert McLemore, Director, Resident Center, NYA, Savannah
William B. Dell, Area Director, NYA, Savannah
Milton R. McClure, District Supervisor, Industrial Education, NYA, Savannah
Harold B. Adams, South Carolina State Administrator, NYA, Columbia
David M. John, Director, Works Projects, NYA, Columbia
Mrs. Inez F. Oliveros, Adviser, State Resident Projects, NYA, Savannah
George B. Bowen, District Director, Division of Training and Reemployment, WPA, Atlanta
Walter Nathan, Supt., Brunswick Marine Construction Corporation, Brunswick
W. L. Mingledorff, Vice-President, Savannah Machine & Foundry Co., Savannah
H. B. Pickering, General Manager, Savannah Shipyards, Inc., Savannah
Clarence J. Specht, Personnel Manager, Savannah Shipyards, Inc., Savannah
Thomas Montieth, Hull Supt., Savannah Shipyards, Inc., Savannah
George L. Googe, Southeastern Representative, American Federation of Labor, Atlanta
Dewey L. Johnson, President, Georgia Federation of Labor, Atlanta
A. F. McDonald, International Representative, International Union of Operating Engineers, Savannah
W. B. Jarvis, Grand Lodge Representative, International Association of Machinists, Washington
A. F. McDonald, Jr., Business Representative, Operating Engineers, Savannah
H. G. Blakely, President, Machinists Local #23, Savannah
George H. McGee, Representative, American Federation of Labor, Savannah
L. A. Sox, International Representative, Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Savannah
C. F. Strickland, Vice-President, Iron Workers Union, St. Louis
C. H. Gillman, Regional Director for Georgia CIO, Atlanta
W. R. Thrasher, United Shoe Workers of America, CIO, Atlanta

Acting Chairman McGinnis opened the meeting and set forth the reasons for and objectives of the Regional Labor Supply Committee and the work done by the constituent agencies. Mr. McGinnis discussed a report on shipbuilding labor requirements in the region, stressing the necessity for

training of shipbuilding workers and the need for accurate information being given by employers to the State employment services so that training can be planned and given in advance of the actual employer labor needs.

GENERAL DISCUSSION WITH REPRESENTATIVES OF SAVANNAH MACHINE AND FOUNDRY CORPORATION, SAVANNAH SHIPYARDS, INC., BRUNSWICK MARINE CONSTRUCTION COMPANY, GEORGIA AND SOUTH CAROLINA COUNCILS OF STATE ADMINISTRATORS, AND OTHER VISITORS

Training Within Industry principles, the background, and the work being accomplished in this region was discussed for the benefit of the visitors. It was stated that the program is well established in this area. Apprenticeship training in the region was also discussed and there was set forth the place of this training of workers in the defense program, particularly in relation to long-term preparation. NYA training was discussed, and it was set forth that the NYA defense training program requires 160 hours, divided between work and training in vocational education schools. The NYA trains for local needs and for the general demand. Vocational Education defense training was discussed and it was set forth that training is given specifically for specific trades in defense industry and the vocational education authorities cooperate with all other labor supply agencies. The WPA reemployment and training program was explained. It was set out that WPA workers under age 35 are being taken off work projects and given training in vocational education schools. It was stated that WPA requires people who are potential workers in defense industry to take vocational education defense training or be dismissed. The WPA has recently received approval to provide transportation and $1.00 per day subsistence for rural project employees so as to give them training in urban centers where training projects are located. WPA also has an in-plant training program, with the WPA worker receiving his wage while being given 160 hours of training on the job. It was stated that few of these rural people are farmers.

The necessity of not drawing too much agricultural labor into industry was stressed. It was considered that the war effort requires that a greater amount of food be produced so that a great amount of farm labor should not be drawn from the agricultural areas.

The exemption of trainees in national defense training courses from call by the Selective Service was discussed. It was stated that the exemption of these trainees depends upon the local Selective Service Board, but it is a policy of the Army to defer these men.

The question of how handicapped workers or workers with physical disabilities can be hired by defense industries was discussed. It was stated that workmen's compensation insurance companies are the cause of the high physical requirements, since the rates for compensation insurance are raised if physically handicapped or workers with disabilities are hired by employers. The possibility of workers with physical disability waiving their rights was discussed. Mr. Mingledorff, Vice-President of the

Savannah Machine and Foundry Company, stated that physical examinations are required by his company prior to the time workers are hired. He stated that his insurance rates would be increased if he hired physically handicapped workers or workers with disabilities, and that there was no legal way for the worker to waive his rights although many such workers would and could work with his company. Mr. Pickering, General Manager of the Savannah Shipyards, believed that the problem should be approached on a national basis.

Action: Mr. Britton and Mr. McCormack were appointed as a sub-committee to make an investigation and report with recommendations at the next meeting on what may be done under workmen's compensation laws in relation to relaxing requirements so that workers with physical handicaps or disabilities may be employed in defense plants.

Mr. Mingledorff, Vice-President, Savannah Machine and Foundry Company, stated that his company now has three ways constructed and that 900 workers will be needed in the shipyard division by the middle of January. Shipfitters, anglesmiths, and loftsmen will be the most badly needed. This company will be unable to get further aid from the Navy other than to allow men to be trained in the Navy Yard. This company has provided a building for the vocational education defense training classes and there are sufficient trainees at the present time. It was stated that approximately 40 percent of the workers with this company are Negroes, including foundry labor, but that the company is hiring no skilled or semi-skilled Negroes.

Mr. Pickering, General Manager, Savannah Shipyards, Inc., stated that the company has three ways completed and it is building six more. He stated that they would need 1,000 men by the end of January and would have a maximum employment at peak of 3,500 workers. This company has no policy in relation to the hiring of Negroes at present, but probably 30 percent of its work force will be Negroes.

Mr. Walter Nathan, Superintendent of the Brunswick Marine Construction Company, stated that a foreman of his company is instructor in those defense training classes training men for his company. This company has no policy in relation to the hiring of Negroes as construction work is not far enough along for such a determination.

It was stated that there are two vocational education defense training classes for Negroes in Savannah. These classes are teaching shiprigging to 50 trainees, with the principal instruction being in terminology. It was stated that the U.S. Office of Education has approved an $8,000 allotment for Negro training in Savannah.

The housing problem in relation to labor supply in Savannah was discussed. It was stated that housing for workers who can afford to pay $30 to $45 per month rent is a decided problem in Savannah. It was stated that

the Savannah Shipyards plant was beginning work immediately on 425 houses in the price range from $3,000 to $4,200. These houses would be financed under FHA and would be sold. It was considered doubtful whether this would provide sufficient housing units for the city or whether workers needing homes could afford to buy these houses. It was not believed that Brunswick has a serious housing condition at the present time. Representatives of the Georgia Bureau of Unemployment Compensation stated that a survey of Savannah would begin December 10.

Mr. McDaniel reported that he had discussed with the Reynolds Metal Company transfers of workers between this company and the Aluminum Company of America. He stated that it had been agreed that the employees of one plant would not be employed by the other without discharge slips being shown. Mr. McGinnis stated that a report from Alcoa alleged that two more workers had left that company under circumstances which led that company to believe they were going to the Reynolds company. It was believed this transfer of workers would be stopped or discontinued in these instances. Considerable discussion was held on transfers of workers from one defense plant to another because of inducements offered workers by employers. The shipbuilding stabilization contracts were discussed as were the policies of the Maritime Commission and the Navy Department in this respect and in relation to the setting of wage rates. Discussion was held at length on a proposed written policy of employers not offering inducements to workers to change jobs. The committee decided to take no action on the policy and to defer it for further discussion.

## BUSINESS SESSION

The business session was attended by the following committee members, alternates and visitors:

### Members

James H. McGinnis
J. E. McDaniel
J. T. Johnson, Jr.
E. Q. Hawk
Kendall Weisiger
John Pritchard
Harold J. McCormack
T. L. Elder

### Alternates

Walter E. Keyes
Robert Ansley
Charles A. Britton
Eric A. Greve
A. Frederick Smith
William B. Klugh

### Visitors

Morgan Baker
Ernest L. Marbury
Walter Burr
Will W. Alexander
W. F. Gow
Sidney Janus
Edward J. Tracy
Charles J. Brockman
Bryce P. Holcombe
J.E.B. Stewart
M. A. O'Connor
W. L. Abbott
J. F. Nesmith
V. A. Milton
E. G. Scott
Rex Huffman
Robert E. Reily, Jr.
Carl Rountree
J. P. Kelly
C. W. Adickes
Charles R. Crumpton
John F. Cannon
J. R. Womack
W. N. Pittman
John E. Fortin
C. J. King
Dr. Mary H. Hayes
C. H. Barker
E. Boyd Ellison
Gilbert McLemore
William B. Dell
Milton R. McClure
Harold B. Adams
David M. John

The minutes of the last meeting were taken up and approved.

Mr. McGinnis read a letter from the Office of Production Management announcing that Mr. Donald Comer, Chairman of the Board, Avondale Mills, Birmingham, Alabama, had accepted the appointment by Mr. Hillman to serve as the Management Representative on the Labor Supply Committee, Region VII.

Mr. McGinnis read letters from Mr. Arthur S. Flemming, Chairman, National Labor Supply Committee, designating as alternant members on the Seventh Regional Labor Supply Committee the following:

Major J. R. Crittenden, State Occupational Advisor, State Headquarters for Selective Service, Nashville, Tennessee
Major Joseph E. Miller, State Occupational Advisor, State Headquarters for Selective Service, Jackson, Mississippi
Major Charles J. Brockman, State Occupational Advisor, State Headquarters for Selective Service, Atlanta, Georgia
Major Heber Couchman, State Occupational Advisor, State Headquarters for Selective Service, St. Augustine, Florida.

Mr. McGinnis read a letter from the Social Security Board setting forth that the Regional Informational Service Representative of the Board would serve as the Public Information Officer of the Labor Supply Committee when it is sitting or acting as a committee.

In relation to action of the committee at the last meeting, Mr. Burr reported that the housing problem in Mobile had been taken up with OPM to secure action. He stated that the appropriation measure for defense housing had not passed the Congress and that not much action, of any nature, could be expected until after passage of this measure. Mr. McGinnis also reported that he had presented the problem to the Regional Director of Defense Health and Welfare Services, and that the Research and Statistics Section of the Alabama Department of Industrial Relations had made a survey of Mobile and made a report to the Bureau of Employment Security for transmission to the OPM. It was also reported that the Public Buildings Administration had been making a complete survey on housing requirements in the area, including water and sanitation facilities, for transmission to Washington.

Mr. McGinnis reported that, according to the action of the committee during the last meeting, letters had been sent to the committee members concerning the Contract Distribution Division exhibit trains, setting forth itineraries through the region.

Mr. T. L. Elder, member of the committee representing the Department of Agriculture, set forth for the information of the committee the work of the State and County Land Use Committees and discussed the permanent and mobile migratory labor camp program. Mr. Elder also discussed the problem of agricultural labor supply and agricultural labor wage rates. It was stated that agricultural labor supply would probably become a problem for the committee to consider in the near future.

Mr. McDaniel reported that in Buford, Georgia, a shoe plant had just released 700 workers with lay-offs slated for the entire work force of 1300. He stated that these workers belonged to the CIO union, and because of this fact they could not work with some employers in Atlanta. The question was on whether CIO members would be accepted by AFL local unions, or vice versa. It was stated that the Savannah Machinist Local would accept CIO members if they were qualified to do the work. It was decided that further discussion of this matter would not be held until a labor member was appointed on the committee.

Mr. Adickes, Field Supervisor, South Carolina State Employment Service, reported for the South Carolina Council of State Administrators. He stated that at a Regional Labor Supply Committee meeting in Charleston, the Commander of the Navy Yard had requested the training of 67 shipfitter helpers per week for six months. This training had been given but there was now an excess number as the Navy Yard had only hired 100 in November and would hire only 100 in December, and about the same for January. These surplus trainees are on Civil Service lists but none have as yet been placed. It was reported that even though there is a surplus at present it was believed that in the future all trainees would be taken by the Navy Yard. It was stated that five colleges and schools in the State are training Negroes, but it is not believed that this training can be expanded inasmuch as Negro trainees cannot be secured, principally because they cannot pay their own subsistence during the training period.

Training in Savannah was discussed. Training authorities believed that there would not be a shortage of labor for the shipyards in that area as training for the needs had been carried on for some time. This matter could more nearly be determined after a meeting with the shipyards to be held December 10. Further facts on the training program were set forth during the morning meeting.

Dr. Hawk made a report of Negro training in Birmingham. Conclusions reached were that it appears there are about 2500 potential Negro trainees in the Birmingham district; that it is the consensus of responsible opinion in the city that Negroes should be trained for defense jobs; and, that it seems apparent the City Board of Education is blocking the setting up and operation of such a program, assuming that the money is available for it from the Federal Government. The report is attached hereto as Exhibit I.

Action: Mr. Harris was appointed as a sub-committee to present the report to the Alabama Council of State Administrators with a request for immediate and favorable action. The committee also requested that a copy of the report be forwarded to Colonel McSherry along with the action of the committee.

Mr. Klugh submitted a report, requested by the committee at its twelfth meeting, in relation to difficulties being encountered with the du Pont Company at Childersburg over the rejection of millwrights referred by offices of the various State employment services. The du Pont Company

stated that relatively few millwrights had been rejected, and those that had been rejected were clearly not qualified for the type of work required by the du Pont Company in the installation of the powder manufacturing machinery. It was stated that millwrights engaged in that particular work must be able to work to very close tolerances and that this information, doubtlessly, had not been given to the employment service when the order was placed, resulting in the referral of some individuals who were not qualified. It was felt that practically all qualified millwrights in the region were employed, but that the construction of the plant was approximately 70 percent complete, with the employment peak having been passed during the latter part of October. The report is attached hereto as Exhibit II.

Mr. Klugh reported that the Fulton Sylphon Company, Knoxville, Tennessee, had placed an order with the Tennessee State Employment Service for six tool grinders, and the order is now in clearance. The Columbian Iron Works of Chattanooga, Tennessee, had also placed an order for workers in certain skills but all of these orders were filled locally; also, the Wheland Company, Chattanooga, Tennessee, had just placed an order for 100 machinists, with the order now being in regional clearance. Out of 10 referrals made on this last order, four of the individuals were accepted but four of the remaining six did not accept employment because the wage of $1.00 per hour was considered to be too low. However, the employment services are continuing their efforts to find machinists to fill this order. The report is attached hereto as Exhibit III.

The committee requested that its appreciation for the service and aid given by Mr. Burr be recorded in the minutes.

Discussion was held on the next meeting place of the committee. There was set forth the various defense production contracts held by employers in the Miami, Florida area and the labor supply problems being encountered by them.

Action: It was decided that the next meeting of the committee will be held in Miami, Florida on January 6, 1942. It was also decided that, should an emergency arise during the interim, special meetings would be held by the committee as the special circumstance requires.

The meeting was then adjourned.

Jas. H. McGinnis

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

EXHIBIT I

# REPORT
# DEFENSE TRAINING FOR NEGROES
# Birmingham, Alabama

By: Dr. E. Q. Hawk

## I. Population Analysis

The total population of the metropolitan district of Birmingham, Alabama (map attached to original report) was 407,851, according to final figures from the Sixteenth Decennial Census (1940). The total population of the City of Birmingham was 267,583. Of this number 108,371 were Negroes, or 40.5 percent of the total population of the city.

By estimating the number of male Negroes on the basis of the sex ratio 83.4 males to 100 females, then estimating the number of male Negroes between the ages of 15 and 29, next by deducting from this number the estimated now gainfully employed and finally by checking the remainder with other estimates based on sampling, it is a conservative conclusion that there are now available in the City of Birmingham about 2,000 male Negroes as potential trainees for defense jobs.

The percentage of Negroes in the remaining metropolitan area is considerably lower than in the City of Birmingham. By using similar methods of estimating the number of Negroes available for training in the remaining metropolitan area, and discounting the results still further because of the relatively lower formal educational background of these Negroes, it is conservative to estimate that there are available about 500 potential trainees.

To summarize: As conservatively estimated there are in the City of Birmingham about 2,000 male Negroes as potential trainees for defense jobs, and about 500 in the remaining metropolitan area, or a total of about 2,500 male Negroes as potential trainees in the Birmingham Metropolitan District.

## II. Present Status of the Defense Training Program for Negroes

At present there are no classes in the City of Birmingham for specifically training Negroes for defense jobs. The A. H. Parker High School, one of the largest Negro high schools in the South, has classes in its regular curriculum in such vocational subjects as woodwork, shoe repairing and upholstering, but it has no classes in the metal trades or in foundry work.

Miles Memorial College, a four-year Negro college in Birmingham, has never been authorized to conduct any kind of training for defense jobs.

At Acipco, in the City of Birmingham, however, an NYA training school for Negroes is now being established, but as planned, will be

adequate to train only a small percentage of the total potential trainees in the District.

## III. Local Determinants

Since Birmingham is a "heavy industry town" requiring large numbers of unskilled and semi-skilled workers and only a small percentage of highly skilled employees, Negroes have had more opportunities for jobs than, perhaps, in any other community in the South. As a consequence, in the past there has been very little agitation for or need of training Negroes in the District. However, the urgency for defense production will call for all the labor possible to be supplied in many different classes of jobs and skills heretofore available only to white workers. Should Negroes in Birmingham be trained so far as possible for such jobs and in such skills as may be required? The attitudes of the various groups in Birmingham in answering this question are as follows:

### A. Attitude of Employers

Mr. Robert Gregg, President of the Tennessee Coal, Iron and Railroad Company, authorized Mr. J. F. Vance, Manager of Industrial Relations of the company, to explain the policy of the company in employing Negroes and to state his long experience in employing Negroes and to set out the attitude officially toward setting up a program for training Negroes for defense jobs.

Mr. Vance stated that at present the company was employing over 32,000 persons and that 42 percent of these were Negroes, that in their coal mines 61.5 percent of the employees were Negroes, and that in coal mining Negroes were motor runners, coal loaders, machine cutters, pick miners, etc., in fact all kinds of jobs except supervisory jobs, and that in many instances the Negroes worked along side of the whites. He said, however, that there were "traditional white men's jobs and that Negroes could not be employed on these jobs." He stated that "the policy of the Tennessee Coal, Iron and Railroad Company is to use Negroes in any job we can." "I think," said Mr. Vance, "there are certain occupations for which Negroes could be trained and should be trained." He mentioned specifically, auto repairmen and auto mechanics for the army service. He pointed out, based on the company's shipbuilding experience in World War Number I, that "the largest field for Negroes is in shipbuilding and that they had found from experience that Negroes could be used there as riveters, buckers, welders, and for punching plates and shapes." He stated that such Negroes should have on the average 90 days of preliminary training before being put on the job. He would not use Negroes on jobs requiring a knowledge of reading blue prints. He further stated that in the company the highest turnover of labor was the "common Negro labor." He emphasized the necessity of keeping the question of "racial equality" out of the program of training and the methods of employment since an insistence on "social equality of the Negro with the whites would do damage to the effort to help the Negro from an economic viewpoint." He summarized by saying:

"The policy of our company is to employ Negroes so far as practical and permissible and to help the Negro in so far as possible." "In view of this policy," he said, "the government should undertake to give to Negroes in Birmingham the training that they can use on national defense jobs."

Mr. Donald Comer, President of Avondale Mills, which is comprised of several textile mills in Alabama and which together employ 6,500 workers, said, "I am in favor of giving Negroes in Birmingham the training necessary to raise their income status and even more important that would make them useful on defense jobs." "The question of social equality with the whites," he pointed out, "need not be raised at this time."

Mr. Robert Ingalls, President of Ingalls Shipbuilding Corporation, stated that he believed in training everyone, whites and Negroes, so far as possible, but the employment of Negroes in industries in the South should be left to the experience and judgment of the individual employers.

Mr. H. R. Noble, Works Manager, American Cast Iron Pipe Company, said that this company employs 1,620 persons and that of this number 920 are Negroes. The majority of these Negroes are employed in pipe production in the shops, as semi-skilled workers. This company does not work whites in the shops and, consequently, the company upgrades Negroes on these jobs as rapidly as possible. "The white men in the plant," he said, "are either apprentice mechanics, mechanic operators, skilled mechanics, potential foremen or foremen." Negroes in this plant do not become supervisors. He thus draws a kind of "intangible line" between Negro and white workers. He believes that a program for training Negroes for defense jobs should be put in operation in Birmingham "if it does not encroach on trained white mechanics." He says Southern Negroes, as a rule, based on his long experience in working them, do not want much responsibility and for that reason judgment should be used in the program to train Negroes for jobs they like and for which they are naturally fitted.

Mr. H. C. Stockham, President of Stockham Pipe Fittings Company and Vice-President of the National Association of Manufacturers, said that his company employs 1,500 persons of whom 500 are Negroes. He is convinced that Negroes as a rule cannot have first class skills. About fifteen years ago his company experimented with upgrading Negroes, and he found out from a genuine desire to promote Negroes up to "straw bosses" that they failed when he did so. He believes, however, that a training program should be undertaken for the Negroes, but that a careful analysis should be made to teach those subjects for which Megroes are by temperament naturally adapted. He says that the trainees by all means should have as a prerequisite four years of general high school training.

Mr. Ed Norton, President of WAPI Broadcasting Station, Real Estate Operator, and Chairman of the Board of Trustees, Birmingham-Southern College, stated that Negroes should be trained for defense jobs, and that it was a short-sighted policy not to train them.

B. Attitude of Labor Leaders

Mr. W. O. Hare, Secretary and Treasurer, Alabama State Federation of Labor, speaking officially for the AFL, stated that "Negroes should be trained in Birmingham for defense jobs." He pointed out that the State Federation of Labor in Alabama at present had two Negro vice-presidents, James Hampton of Sheffield, and R. F. Finkley of Mobile; that certain trades had separate Negro Unions, and that in case a qualified Negro should apply for membership in a local union, if no separate Negro local union existed, that such Negro would be admitted into the white union. He stated very emphatically, however, that he is opposed to the NYA training program and that "his entire organization would continue to fight the NYA because of the inadequate training being done and that such trainees might be used by employers to disrupt the fully trained mechanics' wage scales." He favored the training of Negroes under the supervision of the Department of Vocational Education, and he also made it very clear that such training must be apprenticeship training so that a fully trained mechanic should thereafter arrive at his approved status by the customary system of upgrading on the job in the plant. He assured me that the AFL would cause no distrubance but would cooperate with any training program which trained only apprentices and did not pretend to turn out fully trained mechanics.

Mr. William A. Mitch, Regional Director, Southern Region Steel Workers Organizing Committee, President, District 20 United Mine Workers of America, and President Industrial Council (CIO), stated that he, speaking officially for the unions in which he is an officer, believed that "Negroes should have the same considerations as whites" and that the Constitution of the CIO provided that there "should be no discrimination on account of race, creed or nationality." He further stated that Negroes in Birmingham should be trained for defense jobs and that he did not care who did the training, and that whoever supervised or provided the training would receive the cooperation of him and the unions he officially represents.

C. Attitude of Local Governmental Officials

Mr. W. Cooper Green, President City Commission, was requested to submit to the City Commission of Birmingham a request for the attitude of the Commission toward a defense training program for Negroes in Birmingham. His reply set out in writing was as follows: (Letter attached to original report.)

"Dear Dr. Hawk:

In reply to your letter of November 25 regarding the Seventh Regional Labor Supply Committee of the OPM, appointing you to make a thorough investigation as to the possible need for training Negroes for defense jobs, and the attitude of the officials of our city and county, I wish to state for

the City Commission of Birmingham that we are glad to cooperate with the Federal Government in this undertaking and believe that there is a great need for training people in this area.

"We offer to you our sincere assistance, help and full cooperation.

Respectfully yours,

/s/ W. Cooper Green
President, City Commission"

Mr. R. H. Whorton, President, Board of Commissioners, Jefferson County, Alabama, stated that if the proper classes were organized and carefully supervised he would favor setting up a program in this District for training Negroes for defense jobs. He suggested that for the best result the Negro educators and not the whites should select the Negroes to be trained, otherwise the white would waste time and money in many cases. The Negro teachers, he said, understand the attitudes, temperament and abilities of Negroes far better than any white person. He also pointed out that "the Negroes should not be indoctrinated with any futile notions of social equality with the whites."

D. Attitude of Negroes

Editor Robert Durr (Negro) of the Weekly Review, a Negro newspaper with a circulation of about 6,000, saw "the problem" as "twofold": A long-run benefit for Negroes and an immediate need to enable the Negro to contribute more than at present to National Defense. He stated, "in spite of some outside propaganda the Negroes in Birmingham are not seeking social equality" but that they wanted to raise their income level. He lamented the fact that "professional reformers had muddied the water here for the Negroes" and that 65 percent of the Negroes in the District who had joined labor unions had done so on account of fear or intimidation and threats. He cited several specific examples where this method had been used. He fears unless Negroes receive training to enable them to make a living "dire disaster" is ahead for them.

Editor Emory O. Jackson (Negro) of the Birmingham World, a Negro paper having over 12,000 subscribers, said: "We want training for defense jobs. We never have agitated for social equality with the whites." He stated frankly that the Negroes in Birmingham were dissatisfied with the public school system and that he had been on a committee this fall to ask Dr. C. B. Glenn, Superintendent of City Schools, to set up some kind of training program for Negroes for defense jobs, but that Dr. Glenn and the City Board of Education had refused to do so on the ground that no space was available for such classes and there was no money.

Both Editor Durr and Editor Jackson gave positive assurance that should a training program be set up for Negroes in Birmingham their papers would give all out support to such an undertaking, and both editors feel that the program, if undertaken, would be high successful "because every important Negro wants it."

E. Attitude of Public School Officials

The question of training Negroes for defense jobs was first presented to Dr. C. B. Glenn, Superintendent of City Schools, Birmingham, Alabama. Dr. Glenn requested that this question be presented to him in writing in order that he might present it to the Board of Education. This was done and his reply is as follows: (Letter attached to original report.)

"Board of Education
Office of the Superintendent
Birmingham, Alabama December 6, 1941

Dr. Emory Q. Hawk,
Special Consultant,
U.S. Bureau of Labor Statistics,
U.S. Department of Labor, and Member,
Seventh Regional Labor Supply Committee, OPM,
Birmingham, Alabama

Dear Doctor Hawk:

We are in receipt of your letter of the twenty-sixth ultimo which was presented to the Board of Education at its last meeting and I was instructed to say to you that the Board of Education desires at all times to cooperate heartily with the Federal Government in all of its policies, provided, of course, that the same do not conflict with the established functions and policies of the Board.

Very truly yours,

/s/ C. B. Glenn
Superintendent,
C. B. Glenn"

It is to be noted, however, that he qualifies the attitude of the Board with this statement: "provided, of course, that the same do not conflict with the established functions and policies of the Board." If this statement is judged in the light of what the Board has failed to do about training Negroes for defense jobs, it simply means that nothing further may be done.

Mr. F. D. McArthur, Chairman of the Board of Education, expressed regret that the Federal Government seemed to be setting up a dual system of education. He was very noncommittal on his position about training Negroes. Investigations, however, show clearly that Mr. McArthur has in the past at least evaded the issue or, perhaps, has overtly opposed the program.

Dr. Frazier Banks, Assistant Superintendent of City Schools, stated that it had been the policy of the school system in its Vocational Department to train persons to meet only actual and existing needs for employees in specific jobs in Birmingham.

## IV. Conclusions

1. It appears that there are about 2,500 potential Negro trainees in the Birmingham District.

2. It is the consensus of most of the responsible opinion in the city that Negroes should be trained for defense jobs.

3. It seems apparent that the City Board of Education is blocking the setting up and operation of such a program. It is assumed that the money is available for it from the Federal Government.

EXHIBIT II

TO: Seventh Regional Labor Supply Committee

Birmingham, Alabama
December 8, 1941

FROM: W. B. Klugh, Assistant Regional Labor Supply Officer

SUBJECT: Complaints of Various State Employment Service Offices with Respect to Rejection of Millwrights Referred to the du Pont Company at Childersburg, Alabama

At the twelfth meeting of the Regional Labor Supply Committee in Memphis, Tennessee on November 4, the question was raised as to the need for Millwrights by the du Pont Company at Childersburg, Alabama, and of the rejection of Millwrights referred by offices of the various State employment services by the du Pont Company. A letter was read to the Committee from one of the offices of the Georgia State Employment Service and, as a result, a sub-committee was appointed to confer with officials of the du Pont Company with respect to their needs for skilled mechanics and, particularly, Millwrights.

On November 26, in company with Mr. A. N. Parsons, Manager of the Talladega office of the Alabama State Employment Service, I visited the du Pont office at Childersburg and conferred with Mr. E. V. Albrechtson, Service Superintendent and Assistant Construction Superintendent. Mr. Albrechtson was represented to the writer as being the individual in charge of construction and personnel who had more authority than any other individual on the project.

Mr. Albrechtson was advised that the Regional Labor Supply Committee is very much concerned over the fact that Millwrights who have been referred by local employment offices as being qualified on orders received from the du Pont Company had been rejected by the personnel officer interviewing them. He stated that relatively few Millwrights had been rejected, and that those who had been rejected were clearly not qualified for the type of work required by the du Pont Company in the installation of the powder manufacturing machinery, that Millwrights engaged in that particular work must be able to work to very close tolerances. Millwrights such as might be employed in textile mills, who have been accustomed to working to tolerances no closer than 1/64th of an inch, were not considered to be qualified, but this information doubtlessly had not been given to the employment service when the order was placed and which resulted in the referral of some individuals who were not qualified in terms of their requirements and who might not have been referred had the employment offices been in possession of their exact requirements. It developed during the conversation that all the rejections had taken place as a result of Millwrights referred on the last order given by the du Pont Company, and it was felt that practically all qualified Millwrights in the region had been obtained prior to the issuance of the last order.

The du Pont Company was informed that the Regional Labor Supply Committee desired to give every possible assistance in recruiting such labor as might be required in the construction of this plant. We were informed that the plant is now approximately 70 percent complete, that the peak of employment was passed during the latter part of October, and that there are now employed a sufficient number of construction workers to complete the plant considerably ahead of schedule without difficulty. Should the occasion arise, however, where additional workers are needed, the services of the employment service will be used and, if need be, the Regional Labor Supply Committee.

Respectfully submitted,

/s/ W. B. Klugh

W. B. Klugh,
Assistant Regional Labor Supply
Officer

EXHIBIT III

TO: Seventh Regional Labor Supply Committee

Birmingham, Alabama
December 8, 1941

FROM: W. B. Klugh, Assistant Regional Labor Supply Officer

SUBJECT: Fulton Sylphon Company, Knoxville, Tennessee; Columbian Iron Works, Chattanooga, Tennessee; Wheland Company, Chattanooga, Tennessee

At the eleventh meeting of the Seventh Regional Labor Supply Committee, held in Knoxville, Tennessee on October 21, 1941, Mr. W. S. Fowler of the Fulton Sylphon Company stated to the Committee that he had an acute need for several precision machinists and tool grinders, but that his greatest need was for tool grinders. He agreed to give an order to the Tennessee State Employment Service for his needs in these occupations.

The Tennessee State Employment Service now advises that it has received an order from the Fulton Sylphon Company for 6 tool grinders, which order is in clearance in that State. Before sending the order to regional clearance the Tennessee Agency desired to make every possible effort to recruit these tool grinders from within the State. The Director of the Tennessee service now states that it appears they will not be able to recruit these workers in Tennessee, and the order will immediately be sent to regional clearance. Just as soon as the order is received it will be transmitted to all the other States in this region, and to the States of Louisiana, Arkansas, Missouri, Kentucky, Virginia and North Carolina, in an effort to find the individuals in those States. The Fulton Sylphon Company has not placed an order with the employment service for the precision machinists it stated it was in need of, and until such an order is given the employment service can take no steps in recruiting machinists for the company.

The Tennessee State Employment Service further advises that the Columbian Iron Works of Chattanooga, Tennessee has recently placed orders for workers in certain skills with the local office of the service in Chattanooga, and that all of the orders were filled locally. There are no orders outstanding for this company at this time and, apparently, no new need for workers has arisen.

There has just been received, now in regional clearance, an order from the Wheland Company for 100 machinists. We are advised that 10 referrals have been made against this order by local employment offices, and that 4 of the individuals referred have been accepted by the Wheland Company and notified to report. We are further advised that 4 of the remaining 6 would not accept employment with the Wheland Company by reason of the wage offered, which was considered to be too low. In this particular instance the wage offered is $1.00 per hour. The employment services throughout the region and the adjoining States are continuing their efforts to find machinists to fill this order.

Respectfully submitted,

W. B. Klugh, Assistant Regional
Labor Supply Officer

CONFIDENTIAL R07-1923

Fifteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

Thomas Jefferson Hotel
Birmingham, Alabama
December 30, 1941

...S BUREAU
...0 1942

PRESENT: James H. McGinnis, Acting Chairman, USES
J. T. Johnson, Jr., Major, USA, Office of Under Secretary of War
J. E. McDaniel, TWI
T. L. Elder, U.S. Department of Agriculture
John Pritchard, NYA
Ben E. Harris, U.S. Office of Education
Kendall Weisiger, Minority Groups

Alternates

A. Frederick Smith, Bureau of Employment Security
Charles A. Britton, Apprenticeship Unit, U.S. Department of Labor
W. B. Klugh, USES

Visitors

Ernest L. Marbury, Assistant to Chief, Labor Supply Branch, OPM
W. F. Gow, Bureau of Employment Security
Sidney Q. Janus, Occupational Analysis Section, USES
Frank E. Coffee, Labor Information Representative, Social Security Board
Morgan Baker, Informational Representative, Social Security Board
James T. Gibson, Lt. Comdr., USN

The minutes of the fourteenth meeting were taken up and approved.

Mr. Britton gave a short report on the work of the sub-committee appointed at the last meeting to investigate what could be done under workmen's compensation laws in relation to relaxation of employer requirements so that workers with physical handicaps can be hired. He stated that the written report was being reviewed by the Georgia Industrial Commission and that it would be submitted at the next meeting. Methods of setting premium rates were explained, and it was set forth that the insurance companies could not arbitrarily raise the rates. It was set forth that employers could employ such workers as they see fit or could reject the act if necessary, but in the latter instance they would lose their protection from common law proceedings or both employer and employee might reject the act. A more detailed explanation will be made when the written report is submitted.

Discussion was held on the next meeting place of the Committee.

Action: Due to pressure of work, it was decided not to hold the January 6 meeting in Miami, Florida as previously planned; instead, the Committee will meet in Atlanta, Georgia, on January 13, and on call of the Chairman.

Discussion on the appointment of an executive officer or of an executive secretary to the Committee was held. The work involved in the nationalization of the State Employment Services and the additional work for the Committee required of the Labor Supply Officer was set forth. The qualifications and duties of an executive secretary were considered, and it was stressed that a well qualified man should be secured if the position is approved.

Action: The Committee voted to have Mr. McGinnis request the OPM to appoint an executive secretary and provide office and secretarial assistance to carry on the business of the Committee, and that Mr. McGinnis and Mr. Janus are to set up an occupational description of the duties and qualifications of the secretary.

Mr. McGinnis discussed the farm placement program to be established in the States in the region by the employment service. Mr. Elder discussed the work being done by the different committees and departments under the U.S. Department of Agriculture. It appeared that there might be some duplication of effort in labor supply activities. It was stated that when the Regional Farm Placement Representative was appointed he would confer with Mr. Elder.

Action: Mr. Elder was appointed as a sub-committee to set forth the objective and make recommendations to the Committee in relation to coordination of agricultural labor supply activities.

Mr. Harris reported on his presentation of the report made by Dr. Hawk on Negro training in Birmingham to the Alabama Council of State Administrators. He stated that the report had been given Mr. Plowden, who will meet with and present the report to the State Council in Birmingham on December 31. It was the opinion that the Council would have to be given definite instructions by defense authorities to train Negroes before it would be done, although the Council has no objections to such training.

Major Johnson discussed the over-all war requirements in relation to the effects on the labor supply. It was believed that the primary duty of the Committee was to make definite and concrete plans for a training program for men not in the draft ages, handicapped persons, women, and Negroes to replace men of military age who will be called to military duty. It was considered necessary to begin this training immediately as the military services will expand rapidly during the next six months.

Action to be taken by the Committee in view of the information set forth was discussed. It was considered that full information should be made available to all concerned. Major Johnson stated that the Selective Service in Alabama had plans to circularize all employers and to give full publicity to its policies, particularly in relation to replacement of workers.

Action: The Committee requested Major Johnson to send to the Selective Service alternates in the other States in the region the information to be released in Alabama for similar publicity purposes in the other States.

What advice to give unemployed workers was discussed. It was considered that if the workers will qualify for the armed forces it would be advisable for them to volunteer in advance of being drafted, otherwise to get placed in or trained for war industry. Members will also work with employers in setting up plans for replacement of workers who will be drafted.

AFTERNOON SESSION

Discussion was held on what types of trainees should be referred to defense training courses in view of the future requirements of the armed forces. Discussion of deferments and of training for men of draft age was considered in detail, including vocational education, NYA, WPA, Apprenticeship, TWI, and professional college training.

Action: The Committee considers that hereafter it should be the policy of the employment service to refer to vocational education defense training courses to the maximum extent possible men not of draft age, handicapped workers, women and Negroes. (NYA member not voting.)

Control of the labor market by the Committee was discussed at length. Mr. McGinnis reported on a survey which was made in Alabama, Florida, Georgia, and South Carolina because of discrepancies between the number of trainees being reported as registered with the employment service and the number being trained in the vocational education and other courses. It was set forth that, although there is a fairly high degree of cooperation between the employment service and vocational education supervisors at the State level, in many instances there is little cooperation between the local office managers and local vocational education supervisors. Partially dependent on the above fact, is the fact that many trainees are not registered with the employment services. Apparently there is, in some cases, lack of cooperation between local NYA supervisors and local employment service managers, and, if NYA trainees are registered, the local offices may not know that they are receiving training; also, there is some question about the degree of cooperation being given by WPA, particularly by the Division of Employment, in some areas. Some of the vocational education schools continue to place graduate trainees without reference to the employment service; vocational education defense training classes have in the past been started without the knowledge of the local office manager and without the employment service referring trainees to the classes; and, there is seemingly considerable reluctance on the part of the employment service to propose "all out" training, due to past difficulties of the employment service when employer demand did not develop coincidentally with the graduation of trainees from defense training

classes. Discussion set forth that one of the difficulties is that training is being carried on locally, but the problem is of regional and national scope.

Action: The Committee recommends to the National Labor Supply Committee that as a national policy the authority for vocational education defense training be centralized on a national basis.

Considerable discussion was held on the appointment of State Labor Supply Committees. The need for and the responsibilities and duties of such committees were set forth. Several proposals were made as to the membership of such committees.

Action: State Labor Supply Committees should be set up as sub-committees of the Regional Labor Supply Committee, the membership to be composed as follows:

One Selective Service Representative
One AFofL Representative
One CIO Representative
One Management Representative;

with the Council of State Administrators, composed of the Employment Service, Vocational Education and National Youth Administration State Directors, to cooperate with the State committee; and, the Regional Labor Supply Officer is to designate members of his staff to attend State Labor Supply Committee meetings.

Action: The Committee empowers the Chairman to immediately appoint committees in each State.

Mr. McGinnis read a memorandum stating that Ira DeA. Reid, of Atlanta, is available as a consultant on minority groups in Region VII. The Committee requested the Chairman to invite Mr. Reid to the next meeting in Atlanta.

Mr. Elder requested that the Chairman of the Georgia Land Use Committee also be invited to attend the Atlanta meeting, which was approved by the Committee.

Mr. Klugh reported that the Landsdowne Steel & Iron Company had employed James Nance, Machinist and Tool Grinder previously employed by the Goslin-Birmingham Manufacturing Company. It was stated that Nance had come to this company of his own volition, and without solicitation. This company stated that with the exception of recruitment through applications in its own files, which it has had some time, the local office of the Alabama State Employment Service does all of its recruiting. Apparently applications on file with the company do not show that individuals are at present engaged by other defense employers. The company insists upon continuing the use of its own applications whenever it desires.

Mr. Klugh also reported that there have been no further developments in connection with the Aluminum Company of America losing personnel to the Reynolds Metal Company. It was felt by Alcoa that a better understanding should be had with the Reynolds company. It was stated that the Alcoa company has tried to prevent the employment service from recruiting personnel to fill clearance orders in the general vicinity of that company, and that representatives of that company had gone directly to the schools in the area and given tests to practically all of the students who might be eligible for employment. The students have been graded and are being called independently of the employment service, beginning with those having the highest grades, but the Alcoa company does not wish students with lower grades referred to other employers.

A report was also made on the employment of women by the Vultee Aircraft Corporation. The report is attached hereto as Exhibit I.

The possibility of establishing tire retreading courses in Tennessee was discussed. It was felt that the matter should be presented to the Tennessee Council of State Administrators, and that the Council should give some consideration to tire employees being laid off by the rubber companies.

The community survey of Cleveland, Tennessee was discussed. It was considered that no action could be taken on this matter at the present time, but that the employment service in that area should do everything possible to place the workers in defense industries, recommend training, and suggest volunteering of those workers who will be drafted.

James H. McGinnis,
Acting Chairman,
Seventh Regional Labor Supply
Committee

Attachment

EXHIBIT I

To: Mr. James H. McGinnis,
Regional Labor Supply Officer

Birmingham, Alabama
December 22, 1941

From: W. B. Klugh,
Assistant Regional Representative

Subject: Employment of Women by Vultee Aircraft, Inc.

The Vultee Aircraft Corporation now has in its employ in the shop approximately 270 women in the following departments and occupational classifications:

Sheet Metal Department

Punch Press Operator
Trim Saw Operator
Band Saw Operator
Libert Shear Operator
Sheet Metal Bench Beginner
Engraving Machine Operator
Metal Preparation Beginner
Farnham Rolls Operator Beginner

Processing Department

Beginner Anodizer
Beginner Cadmium Plater
Beginner Dural Heat Treater

Final Assembly Department

Final Assemblyman Beginner

Cover and Trim Department

Sewing Machine Operator
(Power) 1st Class
Sewing Machine Operator
(Power) 2nd Class
Coverer
Coverer Beginner
Trimmer

Sub-Assembly Department

Beginner General Aircraft Sub-Assembly

Paint Department

Spray Doper
Brush Doper
Layer-Out and Masker
Prime Sprayer Beginner

Wings-Outer Department

Beginner General Aircraft Assemblyman
Riveter

Miscellaneous Department

Beginner Electrical and Radio Assembly
Parts Stamper
Production Clerks
Beginner General Aircraft Assembly

Since these women have only recently been employed, they have not as yet gained sufficient experience to become rated as first class workers or second class workers; however, they will be so classified in the future when their skill warrants. In this respect, when we say a woman is now hired as BEGINNER GENERAL AIRCRAFT ASSEMBLY, she will be promoted approximately at the end of six to nine months to GENERAL AIRCRAFT ASSEMBLYMAN, second class, and at the end of another six months to a year to GENERAL AIRCRAFT ASSEMBLYMAN, first class. This line of promotion also applies to the other jobs mentioned above.

Following is a list of some of the jobs for which women will be hired when they are available:

Certified Aluminum Welder
Welder (Arc)
Welder (Acetylene)
Engine Lathe Operator Beginner
Turret Lathe Operator Beginner
Milling Machine Operator Beginner
Erco Machine Operator Beginner
Bench Machinist Beginner
Pattern Maker Plaster Beginner
Woodworker Jig and Mock-Up Beginner

The above are jobs for which suitable female applicants have not thus far been obtained, both because of lack of training and of sufficient technical background. The company has explained to us that they will hire women in these jobs so long as they have the necessary background.

Below are jobs for which women are definitely not suitable because of physical requirements:

Drop Hammer Operator
Power Hammer Operator
Hydraulic Press Operator
Sand Blaster
Steel Heat Treater
Router Operator
Shaper Operator
Floor Molder Apprentice Die Castings
Power Break Operator, and
all jobs in the Maintenance Department. (Women have been tried as Sweepers but the company was not satisfied with the performance on this job and, therefore, such workers have been transferred into other jobs. The reason given was that women did not show a liking for the work and, also, because the work may have been a little too heavy for them.)

The following are jobs for which the company is definitely not considering female applicants because, in most cases, the women do not have sufficient background and it would take far too long to train them in the work:

Pattern Maker Wood
Sheet Metal Lay-Out Man
Tool and Die Maker
Jig Builder
Automatic Screw Machine Operator

You will note from the above that there are very few jobs for which women will not be considered in this plant, some based on physical requirements and others because of the necessary background and the length of training period. On such jobs for which the company will hire female applicants, yet cannot find those with sufficient background, such as ENGINE LATHE OPERATOR BEGINNER, WELDER, APPRENTICES (all classes) and TURRET LATHE OPERATOR, the obvious reason is that female applicants to not have the necessary background in the basic high school mathematics and manual training required. The probable solution to this would be to encourage female high school students to take such courses as plane geometry, trigonometry, physics and chemistry to better equip themselves for this later work.

Some, but relatively few, women are being taught skills such as welding and blue print reading in vocational schools, but the source of applicants from these trainees is very limited.

W. B. Klugh

CONFIDENTIAL R07-2021

Nineteenth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

Thomas Jefferson Hotel
Birmingham, Alabama
March 18, 1942

PRESENT: W. B. Klugh, Assistant Regional Labor Supply Officer, USES, Acting Chairman
Harold J. McCormack, WPA
J. E. McDaniel, TWI
Emory Q. Hawk, Bureau of Labor Statistics
J. T. Johnson, Jr., Major, Ord., U.S.A.
T. L. Elder, U.S. Department of Agriculture
John Pritchard, NYA
L. E. Geohegan, Contract Distribution, WPB

Alternates

Walter E. Keyes, U.S. Office of Education
Ernest J. Hopkins, National Resources Planning Board

Visitors

Martha J. Ziegler, Field Agent, Women's Bureau, U.S. Department of Labor
Louise O. Charlton, U.S. Commissioner, Birmingham
T. H. Vaden, Captain, State Occupational Adviser, Selective Service
Ernest L. Marbury, Assistant to Director, Division of Labor Supply and Training, WPB
J. J. White, Labor Supply Officer, WPB
C. P. Noland, Major, Ord., Labor Supply Officer, Birmingham Ordnance District
Cy W. Record, Field Representative, WPB
Fons A. Hathaway, NYA and Bureau of Employment Security
Lawrence A. Oxley, Senior Specialist, Social Security Board
John Beecher, Field Representative, President's Committee on Fair Employment Practice, Washington
John E. Bryan, State Administrator, NYA, Birmingham

By reason of the illness of Mr. James H. McGinnis, Regional Labor Supply Officer and Acting Chairman of the Seventh Regional Labor Supply Committee, the meeting was opened by Mr. W. B. Klugh, Assistant Regional Labor Supply Officer, as Acting Chairman. The minutes of the last meeting were taken up and adopted.

MAR 26 1942

Following out the request of the Regional Labor Supply Committee, made at the eighteenth meeting in Chattanooga, February 10, 1942, Mr. Walter E. Keyes, alternate representing the U.S. Office of Education, reported on the training situation in Macon, Georgia, where the prospective employees of the Naval Fuse Loading plant, operated by the Reynolds Metal Company, and of the Wellston Air Depot are receiving training in courses offered by the Vocational Education Department. Mr. Keyes stated that the Office of Education has provided funds to set up equipment to do the necessary training in Macon for the Naval Fuse Loading plant and for the Wellston Air Depot. Provisions have been made for training to be given to 700 individuals currently. The staff of the vocational education school has been set up with a specialist in this type of training in charge of administration. The new procedure meets with the approval of officials at the fuse loading plant and at the air depot, and the training procedure will remain constant so long as it continues to satisfactorily perform the functions for which it is intended and which, undoubtedly, is the case at the present time. It was the opinion of Mr. Keyes that the situation with respect to trainees for the plants referred to is now in a desirable condition and that there is no further need for action by this committee with respect to training of personnel for the fuse loading plant. There is some question, however, of the availability of individuals in the vicinity meeting the specifications of the fuse loading plant, and it is probable that a considerable number will later need to be brought in from other localities for this training. At the present time the age limit has been lowered from 50 to 35 years, and this will not be raised to 50 years until it has been determined that women under 35 are not available. A considerable number of displaced women from textile industries throughout the vicinity have been found and these women are considered to be desirable employees by reason of their previous experience. They are being absorbed into the plant after completing the preliminary training course. There are still in the Macon area approximately 200 prospective trainees who are available for referral to the school, and it was stated that there are ample trainees available in the general vicinity for two more training periods, after which it will, doubtless, be necessary to recruit trainees from wider areas. It was further stated that no women will be employed in the plant who have not received training in the pre-employment courses set up for this plant.

At the meeting referred to in Chattanooga it was brought out that the Hercules Powder Company, which would operate the Volunteer Ordnance Works at Chattanooga, would give no information on anticipated employment needs to the local office of the United States Employment Service. The matter was referred to Lt. Comdr. Gibson and Major Johnson, of the committee, for action. Major Johnson stated that he had no report to make as yet but would have a report ready for the committee at its next meeting.

The meeting was opened for discussion on the proposed organization of the various labor supply committees, sub-committees and councils of operators. The Acting Chairman of the Regional Labor Supply Committee, Mr. McGinnis, had previously written to each member of the committee requesting their comments and recommendations on the proposed plan. Mr. Klugh read comments and recommendations which had been received from Dr. E. Q. Hawk

and Mr. O. E. Myers. These comments are attached hereto. It was the opinion of the committee that the Acting Chairman should insist upon replies from all members of the committee, and that these replies should be studied and that a report should be formulated, based on the recommendations of all members, and submitted to the National Labor Supply Policy Committee. As a result of the discussion, a motion, offered by Major Johnson, was adopted as follows:

Action: That the Chairman appoint a sub-committee to take recommendations of each member of the committee and out of these recommendations form for this Regional Labor Supply Committee a proposal for the proper type of organization it should have and that this proposal be submitted to the National Labor Supply Policy Committee.

It was considered appropriate that this committee should be appointed by the person who would be elected permanent chairman.

Following the adoption of the motion referred to above, it was the sense of the committee that a permanent chairman should be elected immediately. As a consequence, the Acting Chairman threw the meeting open to nominations for permanent chairman. Mr. James H. McGinnis, Regional Labor Supply Officer of the United States Employment Service, who had previously been Acting Chairman of the Seventh Regional Labor Supply Committee, was nominated for the position of permanent chairman, which nomination was duly seconded. There were no further nominations and Mr. McGinnis was duly elected to the position unanimously.

A general discussion was had of the need for training of workers for the Bell Aircraft Company plant which is to be located near Atlanta, Georgia. It was reported that upon completion the plant will employ approximately 40,000 people, of which it is estimated that approximately 75 percent may be women. It was pointed out that no provision had been made to train Negroes and that, insofar as was known, it is planned that only abour 300 Negroes will be used in the plant and these will be used solely in maintenance work. It was stated that the company has agreed to utilize the local labor supply and it was felt by the committee that unless Negroes are included they will not be able to obtain a sufficient number which will naturally result in problems of in-migration, housing, transportation, etc. Mr. Cy W. Record, Field Representative of the War Production Board, read from tabulations prepared by the administrative office of the United States Employment Service in Georgia in which it was estimated that there would be approximately 13,500 Negroes in this immediate area with about 10,400 men and 3,000 women, available for work. He further stated that it was the policy of the Bell Aircraft Company in Buffalo, New York to use Negro production workers, and that he was of the opinion that failure to train and employ Negroes in this plant will create difficulties. The question was raised as to whether or not the Bell company would employ Negroes in Atlanta if they were trained, and Mr. Record reiterated his statement to the effect that the company did employ them in Buffalo, however, he had not been able to get a definite statement from the company with respect to using them in Atlanta.

A general discussion of the entire training program was had, and Dr. Hawk expressed the opinion that the entire program was inadequate and referred to a bill now being considered in Congress to draft labor and allocate it to industry. It was pointed out that if this bill was finally adopted the Negroes should necessarily be trained, as should women. Mr. McCormack suggested that the representative of the Army coordinating the training program for the Bell Aircraft Company and the Georgia Council of State Administrators should be presented with the question of training for Negroes, and that the matter should first be handled by them.

Lt. Lawrence A. Oxley, Senior Specialist, Social Security Board, Washington, a visitor at the meeting, made a very impressive plea from the standpoint of patriotism that Negroes be trained and given opportunity to do their part in the prosecution of war contracts. Lt. Oxley mentioned visits he had made to various industries throughout the country where Negroes were at the present moment successfully employed. As a result of this discussion, a motion was offered by Mr. McCormack as follows:

Action: That a communication be sent by the Chairman to the Georgia Council of State Administrators with the specific instruction to act and report back at once as to whether there shall or shall not be Negro training and what proportion that training shall be.

Following the motion of Mr. McCormack, which was adopted, Major Johnson offered a motion as follows:

Action: That a sub-committee be appointed to follow the entire question of training Negroes in Georgia with the training authorities in that State.

This motion was duly approved and the Acting Chairman appointed as a sub-committee for the purpose Mr. J. E. McDaniel, Mr. Harold J. McCormack, and Lt. Col. Kendall Weisiger.

The agreement between the shipbuilders located on the Gulf Coast and the unions interested, which was entered into during the past year, was reported to be soon reopened for further negotiations between the interested parties. The agreement also concerns apprenticeship and training. Incident to this discussion, the Acting Chairman read a memorandum, dated March 14, from the Acting Chairman of the Tenth Regional Labor Supply Committee in which it was suggested that joint meetings of the full committees or of sub-committees from each region be held at some appropriate point on the Gulf Coast for consideration of labor supply problems common both to the ship-building employers in Region VII and Region X. After considerable discussion, it was the opinion of the committee that the meeting probably should be confined to a sub-committee from each Regional Labor Supply Committee to meet in New Orleans after more definite information had been obtained and probably after the reopening of the agreement referred to.

The Chief of the Railway Section, Labor Division, War Production Board, presented the Acting Chairman of the Seventh Regional Labor Supply Committee with a request of the Pullman Car Employees' Association of the Repair Shops in Atlanta, Georgia, that action be taken whereby leaves of absence from the Pullman Company might be obtained by employees not working full time and that the hours of the work be increased by the remaining employees to the end that such employees might retain their seniority rights and still be available for work in other war production industries. The matter was referred to Mr. Charles A. Britton, alternate member representing the Apprenticeship Unit of the U.S. Department of Labor. Mr. Britton rendered a report under date of March 10 which was read to the committee. This report is attached hereto. Mr. Britton made the following proposal:

> "Someone in the War Production Board should contact Mr. J. H. Pflager, General Manager, Pullman Car Company, in Chicago and ascertain the facts presented here, then formulate a program similar to that developed for the automobile industry. Mr. J. J. Kelleher, 3904 Market Street, Wilmington, Delaware, is Chairman of the system employees."

It was explained to the committee that the report, with the proposal, had been presented to the Director of the Bureau of Employment Security as information and for such action as might possibly be found appropriate in connection therewith. It was further concluded that since such negotiations as recommended should be had with the parent company, which is located outside of the limits of this region, this represents the approximate extent of possibility of action by this labor supply committee.

Major Johnson reported on a communcation which had been received from the Cincinnati Ordnance District with regard to the labor requirements of the Fulton Sylphon Company of Knoxville, Tennessee, a firm engaged on a war production contract. Major Johnson stated that apparently this company is in very much the same position as the Wheland Company of Chattanooga, Tennessee, and, so far, the employment service has been unable to obtain definite information from the company on their exact labor needs. Major Johnson stated that it is known, however, that the company needs what is known as a set up man and supervisor and an automatic screw machine operator, and it was felt that these persons might be provided by the United States Employment Service. It was requested that action be taken by the United States Employment Service toward supply such needs. The matter has been referred to the United States Employment Service in Tennessee for action.

During the same report from Major Johnson, it was stated that the loss of key personnel by this company through pirating had been successfully stopped and that at least one individual in a key position, who had previously been employed by a holder of a war production contract in another State, had been released by that company and returned to his original job with the Fulton Sylphon Company.

Notice of the conferences on the War Production Board Production Drive to be held in Atlanta, Georgia on March 23 and in Birmingham, Alabama on March 24 was presented to the members of the committee, and it was pointed out that such members of the committee who could should attend one or the other of these meetings.

Mr. Klugh read a report compiled by the Regional Labor Market Analyst of the Bureau of Employment Security, and the committee requested that the report be made a part of the minutes of the meeting. It is attached hereto.

Mr. Keyes reported that a stove manufacturer in Cleveland, Tennessee had been successful in obtaining a war production contract for the manufacture of certain airplane parts. This plant had previously closed by reason of material priorities. The employer has requested that pre-employment and supplementary training be provided for his employees in order that they may be ready for production as soon as retooling of the plant has been completed.

It was the sense of the committee that more definite and specific information should be given to the training authorities in the States in this region with respect to the need for trainees in points both within and outside the region. Mr. Klugh stated that a new program of reporting the employer labor needs and the availability of trainees had just been instituted by the United States Employment Service showing the surpluses and shortages of trainees with respect to the demand, and that this information will be made available immediately to each State in the region. Mr. Keyes presented a motion as follows:

Action: That this committee authorize the Mississippi Council of State Administrators to ascertain the number of individuals they have trained for defense industries during the past year and that they be given blanket authority to double this training during the next 12 months.

The motion was adopted.

The question of production personnel for the Alabama Ordnance Plant, operated by E. I. duPont de Nemours and Company, at Childersburg was brought up by Mr. McCormack. Mr. McCormack stated that displaced workers of the automobile plants in Atlanta had endeavored to obtain employment in Childersburg but had been refused employment in the plant and that such refusal was occasioned by efforts of the local office of the United States Employment Service. This office had previously made an investigation of the matter and this was vehemently denied both by the employment service and by Mr. Albrectson, the plant personnel supervisor. It is known, however, that it is the policy of the company to employ local labor first, so long as local qualified workers can be found. Mr. McCormack stated that he understood there was a great need for production personnel at the plant at this time. Major Johnson stated that he regularly checked the requirements of the company for the Ordnance Department, and that such information was erroneous and that they had at present all of the production personnel required.

Major Johnson further stated, however, that if the committee desired he would immediately make a further investigation of the immediate labor requirements of the duPont Company. He was requested to do so by the committee.

Mr. T. L. Elder, representing the U.S. Department of Agriculture, was requested to report briefly on the farm labor situation in the region. Mr. Elder confined his remarks largely to south Alabama where there is at present under construction an army cantonment. He stated that plans had been worked out whereby a great many farmers in that locality had been prevented from giving up their farm work for construction work on this project, which would last for only a short time, and that as a result farming operations in south Alabama have not been seriously affected. It was stated to the committee that the United States Employment Service was now preparing to broaden its service to farmers, and Mr. Elder remarked that he felt the difficulty would not be in the inability of the employment service to provide labor but in educating farmers to use the employment service when labor was required. Major Johnson stressed the necessity for the various Selective Service boards to have accurate information with respect to farm labor for use of the boards.

Mr. McCormack advised the committee of a plan of the Work Projects Administration whereby the use of idle shops to train war production workers may be obtained. Under the plan such idle shops will be used as training schools for WPA workers. The shops will be returned immediately to the owners upon receipt of a war production contract.

A report of the committee was made with respect to the work of the Occupational Analysis Unit of the United States Employment Service in determining what jobs the workers displaced in the automobile plants in Atlanta might fit into, both with and without further training, in the aircraft and shipbuilding industries. The Occupational Analyst in charge of the work, Mr. Sidney Janus, stated in his report that the analyses had been completed and presented to the Civil Service Commission. Mr. McCormack reported that through these analyses many of the workers have been and are being placed in suitable jobs without additional training and ultimately it is expected that probably two-thirds will be placed in employment through this service.

In the absence of the Chairman, it was decided that the next meeting would be left to call at the discretion of the Chairman.

The meeting was then adjourned.

Attachments 4

U.S. DEPARTMENT OF LABOR

Bureau of Labor Statistics
Washington

March 9, 1942

MEMORANDUM

To: Mr. James McGinnis, Acting Chairman
Seventh Regional Labor Supply Committee

From: Emory Q. Hawk, Special Consultant,
U.S. Bureau of Labor Statistics

Re: Organization of Labor Supply Committees

In compliance with your request that I submit in writing my comment on this system of organization, I wish to say:

1. The system of organization of Labor Supply Committees as outlined by the National Labor Supply Policy Committee in setting up Regional, State and Local committees takes into account the three levels of government and is therefore a proper recognition of our form of democratic procedure.

2. The idea apparently behind the councils of operators is to have within the respective committees a smaller group to function as an "action group." This plan should commend itself as practicable since the committees are perhaps more of a policy forming group than an action group as a whole.

3. If the proper relationship between the three levels of organizations can be canalized so as to prevent "buck passing" and undue delays, the whole set up should move rather smoothly.

4. The question of authority to act seems to me to be in need of further clarification. Who, for example, in this organization when confronted with various types of problems shall be empowered to act? It seems to me that unless rather clear limits and instructions are given by the Interdepartmental Labor Supply Committee on this point, that the whole set-up might conceivably become more or less a reporting organization.

/s/ Emory Q. Hawk

United States Civil Service Commission

FIFTH UNITED STATES CIVIL SERVICE DISTRICT

Office of the Manager, Atlanta, Georgia

March 15, 1942

Mr. James H. McGinnis, Acting Chairman
Seventh Regional Labor Supply Committee
Chamber of Commerce Building
Birmingham, Alabama

Dear Mr. McGinnis:

This will acknowledge the receipt of your letters of March 4 and March 7, 1942 with respect to the reorganization of labor supply committees. You have requested the members of the Regional Labor Supply Committee to comment on the proposed system of organization. I have given as much consideration to the proposed organization and plans as time would permit in view of the changes we are experiencing in our own organization.

As you perhaps know, under Executive Order Nos. 9063, dated February 16, 1942, and 9067, dated February 20, 1942, our service is undergoing a drastic change in policies and procedures. It occurs to me that the proposed organization of labor supply committees is a very good one. I am pleased that it is planned to retain the Regional Labor Supply Committee as now constituted.

As you know, we have felt all along that the Regional Committee was not equipped to deal with all local and state labor supply problems as we considered they should be dealt with and we have discussed this at our meetings. It seems that the proposed plans for reorganization take this into consideration and are intended to meet the problem. I am very much pleased with the plan to set up councils of operators on the regional, state, and local levels. I believe that the local or industrial area councils of operators will be of inestimable value if they are properly selected and if they can be made to function as we plan and hope that they will.

It appears to me that if the proposed plans are carried through to the extent intended, they will require considerable time and attention of the Regional Supply Committee members. However, if the objective is met all the time required to meet it will be fully justified. If the council of operators of the several levels mentioned have authority to take action as I understand they will have, I certainly approve of the proposed plan. Planning is extremely important in so far as it goes, but there must also be action and plans for obtaining action.

Very truly yours,

/s/ O. E. Myers
O. E. MYERS
District Manager

March 10, 1942

# REPORT ON PULLMAN CAR EMPLOYEES TO THE SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

by

Charles A. Britton

At the request of Chairman James McGinnis, the officers of the Pullman Car Employees' Association (Independent Union) were contacted relative to correspondence from these officers to Donald M. Nelson, Chief of the War Production Board.

The question involved is: The employees want to freeze the seniority of the men so as to release a number of their members to go into war production plants. No question of hours of work or wages exist.

The situation as it exists is as follows: The Pullman Car Company of America has six plants, one in each of the following cities, Chicago, Illinois; Wilmington, Delaware; St. Louis, Missouri; Buffalo, New York; Richman, California; and Atlanta, Georgia. The firm has some 6000 employees, all belonging to the Pullman Car Employees' Association. These men are skilled in various metal trades related to repair and manufacture of Pullman cars.

Mr. J. R. Wilson, System Vice Chairman of the Employees and Chairman of the Atlanta Committee, and Mr. H. G. Maxey, Committeeman, were contacted.

The Employees have proposed to Management of the Atlanta plant that seniority be frozen at any given date, and that the hours of work be increased at straight time rate to a forty-eight hour week or more if necessary. No advance in wages was asked, or overtime.

There are some 400 employees in the Atlanta plant working about two-thirds of the time, but all employees must report every seven days to keep their seniority. This system prevents these employees from seeking employment elsewhere; even though some have been called by other industries, the Pullman Company won't release them with any assurance as to the employee's rating on pension.

The problem is this: 400 men working 30 hours weekly gives 12,000 man-hours. Release 100 of these men and work the remaining 300 men 40 hours weekly and you have the 12,000 man-hours, with 4,000 man-hours released for war production.

With this same condition existing over the country with the 6000 employees, and releasing one-fourth of this number, an additional 60,000 man-hours per week can be obtained for war production. These men are skilled in metal working.

Proposal: Someone in the War Production Board should contact Mr. J. H. Pflager, General Manager, Pullman Car Company, in Chicago and ascertain the facts presented here, then formulate a program similar to that developed for the automobile industry. Mr. J. J. Kelleher, 3904 Market Street, Wilmington, Delaware, is Chairman of the system employees.

Birmingham, Alabama
March 17, 1942

To: James H. McGinnis,
Regional Labor Supply Officer

From: A. Frederick Smith,
Regional Labor Market Analyst (JGF)

Subject: Reported Employer Labor Needs in Region VII

From a preliminary survey of selected defense employers estimating their anticipated employment increases for the next six months, it is apparent that the demand for skilled workers in certain occupations exceeds the present available supply. This is especially true for Machinist II, Lay-out Men, and Turret Lathe Operators. Many of the iron and steel plants in this region are currently machining shells and converting their production to war needs and a very great demand for Machinists II has arisen. Most of the firms report a need for fully qualified machinists and, as they are not available, it will be necessary to fill their needs through job breakdown and the use of trainees.

The reports received to date included approximately 20 percent of the total reporting firms and only those firms which showed anticipated employment increases were considered. It was evident from this sampling process that an expansion in all war industries is progressing at a very rapid date. Following are the reports received by industries:

Shipbuilding

From the reports received to date on shipbuilding companies it is estimated that the anticipated peak as of January 1942 of an employment of 73,418 will now be exceeded by June of this year. New firms are in the process of organization, such as three new shipyards now being organized in Florida. Other large companies are expanding at a much faster rate than previously anticipated. Reports received from two Alabama shipbuilding companies show increases of 5,500 employees in the last two months. The peak employment anticipated for these shipyards in January was 19,000 to be reached by the end of 1942. Present employment is 17,500 and the peak to be reached by June is 26,300, an increase of over 7,000. One new Savannah firm with an employment of 800 in January now employs 1,200 and estimates a peak employment of 7,943 in four months.

Aircraft

Reports have been received to date from only one of the three major aircraft manufacturers now in operation in this region. This Nashville firm's employment has lagged somewhat behind an earlier hiring schedule but they expect to hire over 700 in the next three

months. The greatest demand for aircraft workers in this region will arise from the new Atlanta plant which will probably reach a peak of over 25,000.

Automobile Industries

Reports received on the conversion of automobile plants to war production for plants in Atlanta and Memphis indicate that conversion is rapidly taking place. This is especially true in Memphis where a peak employment of 5,000 will be attained by December.

Blast Furnaces, Steel Works and Rolling Mills

Six firms reporting from the Birmingham district anticipate hiring 1,337 additional workers in the next six months. Many of the firms in this area are already operating at capacity.

Fabricated Structural Steel

Four reporting firms anticipate an increase of 359 employees within six months. Two of the reporting companies are prefabricating steel for the shipyards and their employment expands along with the increases at the ship assembly unit.

Iron and Steel Foundry Products

Five reporting firms manufacturing gray iron casting, cast iron and pipe expect to increase their employment by 471. This demand is chiefly for machinists and lathe operators.

Construction, Mining, and related Machinery Manufacturers

One firm now engaged in machining shells anticipates employing 1,308 additional workers in the next six months, 1,300 of these workers will be trainees. Five of the reporting firms in this industry will increase their personnel by 158. The demand is particularly for machinists, moulders and welders.

Special Industry Machines

Three textile machine manufacturers will need 60 workers and five firms manufacturing general industrial machinery will employ 21 additional during the next two-month period. These firms also will need machinists and moulders.

Stove Manufacturers

Stove manufacturers are endeavoring to convert their plants into shell machining and other war industries and two of them in the Chattanooga area report the need of 67 workers in machinist classifications for the next two months.

Other

New contracts amounting to over $11,000,000 have been awarded to Tennessee manufacturers in the expansion of munition and magnesium plants. In Alabama, an $800,000 addition has been awarded in the Muscle Shoals area.

A. Frederick Smith

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Nineteenth Labor Supply Committee Meeting
## Birmingham - March 18, 1942

### LABOR SUPPLY COMMITTEE MEMBERSHIP

Mr. James H. McGinnis, Regional Labor Supply Officer of the United States Employment Service, who has been Acting Chairman of the Seventh Regional Labor Supply Committee, was unanimously elected to the position of Permanent Chairman.

### LABOR RECRUITMENT

#### Work of Occupational Analysis Unit, USES, in Connection with Determining Suitable Jobs for Displaced Automobile Workers of Atlanta

A report of the Committee was made with respect to the work of the Occupational Analysis Unit in determining what jobs workers displaced in automobile plants in Atlanta might fit into, both with and without further training in the aircraft and shipbuilding industries.

The Occupational Analyst in charge of the work, Mr. Sidney James, stated in his report that the analyses had been completed and presented to the Civil Service Commission. The WPA representative reported that through these analyses many workers have been and are being placed in suitable jobs without additional training, and ultimately it is expected that approximately two-thirds will be placed in employment through this service.

#### Seniority Rights of Pullman Car Employees

The Chief of the Railway Section, Labor Division, War Production Board, presented a request of the Pullman Car Employees' Association of the Repair Shops in Atlanta, Georgia, that action be taken whereby leaves of absence from the Pullman Company might be obtained by employees not working full time, and that hours of work be increased by the remaining employees to the end that employees granted leave may retain their seniority rights and still be available for work in other war production industries.

The matter was referred to Mr. Britton, representing Apprenticeship Unit, Department of Labor, who rendered a report dated March 10 (copy attached to minutes). Mr. Britton made the following proposal: . . .

"Someone in the War Production Board should contact Mr. J. H. Pflager, General Manager, Pullman Car Company, in Chicago and ascertain the facts presented here, then formulate a program similar to that developed for the automobile industry. Mr. J. J. Kelleher, 3904 Market Street, Wilmington, Delaware, is Chairman of the system employees."

LABOR RECRUITMENT - Continued

Seniority Rights of Pullman Car Employees - Continued

The report, together with the proposal, was presented to the Director of the Bureau of Employment Security as information, and for such action as might be found appropriate. It was further concluded that since such negotiations as recommended should be had with the parent company which is located outside of the limits of this region, this represents the approximate extent of action that may be taken by this Labor Supply Committee.

DEFENSE TRAINING

Need for Training of Workers for Bell Aircraft Company Plant Near Atlanta, Georgia

It was reported that upon completion of the plant it will employ approximately 40,000 people, of which it is estimated that approximately 75% will be women. No provision has been made to train Negroes, and insofar as known, it is planned to use about 300 Negroes in the plant solely on maintenance. The company has agreed to utilize the local labor supply but it is felt by the Committee that unless Negroes are included they will be unable to obtain a sufficient number which will naturally result in problems of in-migration, housing, transportation, etc. The field representative of WPB read from tabulations prepared by the USES in Georgia estimating that there are approximately 13,500 Negroes in this immediate area, including 10,400 men and 3,000 women, available to work. He further stated that it was the policy of the Bell Aircraft Company in Buffalo, New York to use Negro production workers, and in his opinion failure to train and employ Negroes in this plant will create difficulties. The question was raised as to whether or not the company would employ Negroes in Atlanta if they were trained.

It was suggested that the representative of the Army coordinating the training program for the Bell Aircraft Company and the Georgia Council of State Administrators should be presented with the question of training for Negroes, and that the matter should first be handled by them.

Lieutenant Oxley mentioned instances where Negroes are successfully employed. As a result of this a motion was made by the WPA representative that a communication be sent by the Chairman to the Georgia Council of State Administrators with specific instructions to act and report as to whether there shall or shall not be Negroes trained, and what proportion that training shall be.

Major Johnson offered the following motion: "that a sub-committee be appointed to follow the entire question of training Negroes in Georgia with the training authorities in that State."

Plan for Utilization of Idle Shops by WPA

The WPA representative advised the Committee of a plan of the WPA whereby the use of idle shops to train war production workers may be obtained. Under the plan such idle shops will be used for training schools for WPA workers. The shops will be returned immediately to the owners on receipt of a war production contract.

DEFENSE TRAINING - Continued

Request for Preemployment and Supplementary Training for Employees of Stove Manufacturing Firm, Cleveland, Ohio

The representative of U. S. Office of Education reported that a stove manufacturer in Cleveland, Tennessee had obtained a war production contract for the manufacture of airplant parts. This plant had previously closed because of material priorities. The employer has requested that preemployment and supplementary training be provided for employees in order that they may be ready for production as soon as retooling of the plant has been completed. It was the consensus of the Committee that more definite information should be given to the training authorities in the States in this region with respect to the need for trainees at points both within and outside of the region. Mr. Klugh cited the new program of reporting employer labor needs and availability of trainees recently instituted by the USES, explaining that this information will be made available immediately to each State in the region. A motion was adopted as follows: "That this Committee authorize the Mississippi Council of State Administrators to ascertain the number of individuals they have trained for defense industries during the past year, and that they be given blanket authority to double this training during the next 12 months."

Macon, Georgia

The representative of the U. S. Office of Education reported on the training situation in Macon, Georgia where the prospective employees of the Naval Fuse Loading plant operated by the Reynolds Metal Company and the Wellston Air Depot are receiving training by the Vocational Education Department. Provisions have been made to give training to 700 individuals currently. The new procedure meets with the approval of officials of the fuse loading plant and the air depot. It was reported that the situation with respect to trainees of the plants referred to is now in a desirable condition, and there is no further need for action by the Committee. It was stated that there is some question, however, of the availability of individuals in the vicinity meeting the specifications of the fuse loading plant, and it is probable that a considerable number will later need to be brought in from other localities for this training. The age limit has been lowered from 50 to 35 years, and will not be raised to 50 years until it has been determined that women under 35 years are not available. A considerable number of women displaced from textile industries in the vicinity have been located, and are considered desirable employees. By reason of their experience they are being absorbed into the plant after completing the preliminary training course. It was reported that there are available in the Macon area approximately 200 prospective trainees, and ample trainees in the general vicinity for two more training periods, after which it will be necessary to recruit trainees from wider areas. No women will be employed in the plant who have not received training in the preemployment courses set up for this plant.

CONFIDENTIAL NC7-2075

Twentieth Meeting
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

Tutwiler Hotel
Birmingham, Alabama
May 19, 1942

PRESENT: James H. McGinnis, Regional Labor Supply Officer, USES, Chairman
L. E. Geohegan, Contract Distribution, WPB
J. M. Parmelee, Federal Committee on Apprenticeship
Kendall Weisiger, Consultant Labor Division, WPB
E. Q. Hawk, Bureau of Labor Statistics, Washington
Louise O. Charlton, Women's Bureau, U. S. Department of Labor
Ben E. Harris, Special Representative, Trade and Industrial Education, U.S. Office of Education

Alternates

Louie L. Rhudy, Assistant Labor Supply Officer, USES, Region VII
A. Frederick Smith, Bureau of Employment Security, Region VII
Fons A. Hathaway, NYA, Region III
T. H. Vaden, Captain Liaison Officer State Occupational Adviser, Selective Service
James A. Teat, TVI-WPB
E. A. Greve, WPA of Alabama
W. S. Andress, Assistant Manager, Fifth Civil Service District, Atlanta, Georgia

Visitors

C. P. Noland, Major, Ordnance Labor Supply Officer, Birmingham Ordnance District
Ernest L. Harbury, Labor Supply and Training Bureau WPB
W. G. Ward, 4th Regional Labor Representative, WPB
Cy W. Record, Labor Division, WPB, Washington, D. C.
John Beecher, President's Committee on Fair Employment Practice
Daniel R. Donovan, President's Committee on Fair Employment Practice
Frank E. Coffee, Labor Information Representative, Social Security Board

The meeting was opened by Chairman McGinnis. The minutes of the last meeting were discussed and approved.

Mr. McGinnis introduced the new members of the Committee as follows: Judge Louise O. Charlton, representing the Women's Bureau of the U. S. Department of Labor and J. M. Parmelee, representing The Federal Committee on Apprenticeship, replacing Fred W. Erhard. The following introductions to the Committee were also made: Louie L. Rhudy, Assistant Regional Labor Supply Officer, Fons A. Hathaway, NYA, acting in absence of Mr. Pritchard, Regional Director, NYA, John Beecher and Daniel Donovan, representing the President's Committee on Fair Employment Practice, Cy Record, Labor Division, WPB, and W. G. Ward, Regional Labor Representative, WPB. Mr. McGinnis stated that Captain Atkinson of OCD in Birmingham had been invited to attend the meeting but was not present.

MAY 25 1942

Chairman McGinnis read a memorandum from the Bureau of Employment Security setting forth information on the War Manpower Commission included in which were points in the Executive Order of the President creating the Commission. This memorandum is summarized and attached as a part of the minutes.

The Chairman read a memorandum from John J. Corson, Director, United States Employment Service, to the effect that further consideration was being given to the problem of reorganization of the Labor Supply Committees. It was stated that changes in the committee structure had been delayed and that until further notice the Regional Labor Supply Committee should continue to operate on the present basis. Only in cases where local area sub-committees are deemed to be essential to the efficient operation of the Labor Supply and Training Program should such sub-committees be established. It was considered that no further action should be taken at present.

Discussion was held on the refusal of the Wheland Company of Chattanooga to give labor market information to the United States Employment Service. It was reported that Major Johnson had contacted the Cincinnati Ordnance District Office on May 14, after receiving the request from the Chairman, and that office had agreed to give orders to the Wheland Company, to provide information now and in the future. Discussion was held on labor requirement reports made by this company which were at variance with each other. A letter from Col. Battley to Major Johnson was read. The letter advised that the Wheland Company apparently has no further labor supply problems at present and that no further action was considered necessary.

A letter from Captain T. H. Vaden to Mr. McGinnis was referred to. The letter set forth information requested by the Committee at the last meeting concerning labor requirements of the Childersburg plant of the E. I. duPont Company. The information secured was to the effect that the labor requirements for the next three months were as follows:

| | |
|---|---|
| Laborers, helpers | 740 |
| Operators (Unskilled) | 910 |
| Mechanics | 250 |
| Clerical Workers | 270 |
| Technical Men | 100 |
| Total | 2,270 |

A letter from Mr. C. F. Anderson, Director for Alabama of the United States Employment Service was read. The letter stated that the Childersburg plant had refused to supply employment and labor market information effective with the May reporting period. Mr. Anderson wrote that the local office manager had contacted the personnel director and had been informed that authority would first have to be obtained from the Commanding Officer inasmuch as orders had been issued from Washington that information of this nature not be revealed. The Commanding Officer was contacted and he would also not release the information without authority from his superior officers or the War Department. He requested the office manager to write a letter of request which would be forwarded to Washington. This was done. The Committee decided to take no action for the present awaiting developments.

Colonel Meisiger reported on the investigation of training plans for Negroes for the Bell Aircraft Plant at Atlanta. It was understood that such training will be started when equipment has been received for 30 stations at the Washington High School. Mr. McGinnis read a letter from the United States Employment Service in Washington in which it was stated that requisitions for training equipment had been approved in Washington on May 6 for sufficient equipment to provide training for Negroes comparable to that provided for others. It was stated that one of the difficulties in the training of Negroes is the lack of Negro instructors. Consideration had been given to sending Negro instructors to Buffalo for training at the Bell plant, but the company felt that it was too expensive. Also, consideration has been given to using white instructors in the Negro schools but there has been some discussion on this point in relation to possible constitutional prohibition. It is felt that this problem will be solved in due course of time.

It was announced that the President's Committee on Fair Employment Practice would hold a public hearing June 18, 19 and 20 in Birmingham.

Mr. Boecher set forth the objectives of the hearing of the Committee on Fair Employment Practice. The hearing in Birmingham will be regional in scope and will be educational as well as designed to point up specific cases of discrimination. Cases will be presented showing that Negroes can be used and the ways in which they can be used in the war production program. It was set forth that artificial shortages exist and are amplified by failure to train and use Negroes which also causes discontent among the Negro race. It was not considered that the discontent is caused by subversive elements but by the limited opportunities Negroes have in the war production effort. The Executive Order on Fair Employment Practices was explained in some detail.

Dr. Hawk discussed the lack of participation by outstanding southern Negro leaders in planning programs at the Washington level of the Federal Government. Discussion was held on this matter and it was considered that outstanding southern Negro leaders should be able to deal with many of the problems more realistically and should bring about a better degree of cooperation. As a result the following recommendation offered by Dr. Hawk was adopted by the Committee:

Action: The Committee recommends for consideration by National authorities who are engaged in developing important policies which deal with employment and training of Negroes that attention be given to the appointment to policy making committees of competent southern Negroes.

Discussion was held on the training of Negroes and the question was raised regarding the authority of the Regional Labor Supply Committee to direct that training be given for Negroes throughout the region. It was stated that several Councils of State Administrators considered that a directive should come from this Committee. Discussion was held on the proposed number of Negroes that should be trained but since there is little training of Negroes at present it was considered that the Committee should give orders for training in relation to specific numbers or industries.

Mr. Mudy read an analysis of training needs and surpluses in Region VII setting forth that there was an anticipated shortage in certain of the shipbuilding occupations, principally arc welding and that training would have to be expanded for all shipbuilding occupations. Discussion was held on a proposed motion which would direct Councils of State Administrators to train Negroes in shipbuilding occupations. The Chairman appointed Dr. Hawk, Messrs. Marbury and Beecher to draft a resolution during the noon recess for presentation to the Committee for its consideration.

## Afternoon Session

The sub-committee appointed in the morning session to draft a resolution on Negro training submitted its proposed motion. The sub-committee stated that it did not feel that the directive should limit training of Negroes to shipyard occupations, but that initial efforts should be directed toward meeting the needs of the shipbuilding industry. Mr. Parmelee presented figures on man hours of training time available on present training facilities in Mobile. It was stated that there are a large number of facility hours that are not being utilized at present. After further discussion the resolution prepared by the sub-committee was adopted as follows:

Action: Upon the basis of prospective labor demands by shipyards in the South Atlantic and Gulf coast areas the Regional Labor Supply Committee has determined that serious shortages of skilled labor will occur during the coming months unless immediate measures are taken by the training authorities in the various States to initiate a large scale training program for the available Negro labor which so far has been inadequately utilized in the war effort. State Councils of Administrators are hereby directed to set up shipyard training for significant numbers of Negroes at shipbuilding centers and in areas of large Negro population, such training to cover all major shipyard occupations. State Councils of Administrators are requested to report back to the Regional Labor Supply Committee plans made and specific steps taken to implement this directive. Their reports should be in the hands of the Chairman of the Regional Labor Supply Committee by not later than June 15, 1942. (Copy of Chairman's memorandum to State Councils of Administrators is attached.)

Discussion was held on disruptive employment practices. Mr. McGinnis set forth the need for closer attention being directed toward disruptive labor practices and that the committee should intensify its efforts toward the elimination of such practices. The following types of bad employment practices were set forth as those which the committee should particularly note:

1. Labor Pirating.
2. Advertising of a disruptive character.
3. Excessive migration.
4. Labor hoarding.
5. Mal-utilization of skills.
6. Discrimination.
7. Failure to utilize fully local labor.
8. Unreasonable hiring specifications.
9. Failure of non-essential industry to release workers to war producers.

After further discussion the Chairman took the following action:

Action: Each member of the Committee is requested to report specific instances of bad employment practices to the Chairman as soon as the Committee member secures information on such practices.

Mr. Carmelee stated that on a recent trip to Mobile it had been called to his attention that the housing shortage continues to be serious. Mr. McGinnis read excerpts from the resolution of the Alabama Council of State Administrators in relation to the lack of housing at Mobile causing serious labor supply problems. Mr. McGinnis also reported that approximately 20,000 more workers will be required in the Mobile area. Discussion was held at length on this subject and, as a result, the following resolution was adopted:

Action: The Committee views the housing situation in Mobile, Alabama with alarm. We have seen the population of that city increase from 78,000 to 120,000 since the summer of 1940. We are advised by shipbuilding concerns in and near the city that at least 17,000 more workers will be needed before the end of this calendar year. They also advise that production of ships is being hampered by labor shortages now and that such shortages are caused by lack of housing facilities. Other war efforts of the city will require 4,000. This additional total of 21,000 in-migration of workers is necessary and essential to increase the production of ships, aluminum and aircraft maintenance. The present housing conditions are deplorable to the extent that workers cannot be persuaded to remain at work. Commuters by automobile from as far away as 50 miles must soon quit their jobs or find rooming places in Mobile on account of the rubber situation, impending gasoline rationing, and other transportation complications. This Committee, through its constituent members, has repeatedly surveyed the situation, beginning in the spring of 1941. We think that the responsibility for solving this problem rests on some one or more of the multitudinous housing authorities of the Federal government. This Committee has directed the war training authorities of Alabama to set up additional appropriate training classes for substantial numbers of Negroes in Mobile and other areas in order to utilize local labor to the greatest possible extent. Utilization of local physically handicapped persons is being urged and the employment of local women wherever possible is being pressed. However, assuming maximum utilization of the local labor supply, evidence is conclusive that housing facilities are totally inadequate in meeting the present and future labor requirements of wartime Mobile. This Committee is of the opinion that the war effort is being impeded by lack of action in providing housing at Mobile. We, therefore, demand that something be done about it immediately in order that the war effort be expanded.

It is ordered that the Chairman telegraph the above resolution to the Chairman of the National Labor Supply Committee and it is further ordered that each member of the Committee send a copy of this resolution to Washington to the constituent agency which he represents. (Copy attached.)

Mr. Marbury discussed the need for training of women and handicapped and suggested that the Chairman appoint a sub-committee to contact the Councils of State Administrators to discuss such training. Mr. McGinnis read a report from the United States Employment Service for Tennessee on the number of women in training in that State. This letter set forth that there were at present 731 women enrolled in the VE-LD courses, or approximately 21 percent of the trainees in Tennessee. Captain Vaden reported that he had discussed with Mr. Plowden, Vocational Education Supervisor in Alabama, the possibility of training persons physically unfit for the Army service and of illiterates. He stated that Mr. Plowden had agreed that such training would be given. Mr. Andress suggested that some attention should also be given to aid other groups where their religious creeds prohibit them from working on certain days of the week. These workers are not being used to as great an extent as possible at present. Mr. Boecher stated that the President's Committee on Fair Employment Practice would accept jurisdiction on such cases of discrimination and the cases should be reported to that committee. As a result of further discussion the following action was taken:

Action: The Committee requested the Chairman to appoint a sub-committee to consult with the Councils of State Administrators on the training of women and physically handicapped persons for work on war production, and to instruct the sub-committee to report from time to time to the Chairman of the committee.

Action: The Chairman appointed as members of the sub-committee Judge Charlton and Messrs. Andress and Rhudy.

Discussion was held on the time and the place of the next regular meeting.

Action: It was decided that the next meeting will be held in Atlanta, Georgia on Tuesday, June 16, 1942.

At the request of the Committee the new address of the Chairman is herewith included in the minutes of the meeting: 517 N 22nd Street, Birmingham, Alabama.

The meeting was then adjourned.

Attachments 3

# THE WAR MANPOWER COMMISSION

The War Manpower Commission was created by Executive Order of the President on April 18, 1942 "for the purpose of assuring the most effective mobilization and utilization of the national manpower." The members of this commission representing the Government agencies chiefly concerned in war labor supply and training were announced by the White House on April 27. The members and the agencies they represent follow: Paul V. McNutt, (Chairman), Federal Security Agency; Goldthwaite H. Dorr, War Department; James 7. Forrestal, Navy Department; Claude R. Wickard, Agriculture Department; Frances Perkins, Labor Department; Donald M. Nelson, War Production Board; Wendell Lund, Labor Production Division, War Production Board; Lewis B. Hershey, Selective Service System; Arthur S. Flemming, Civil Service Commission. On May 5, Paul V. McNutt, Chairman of the Commission, announced the appointment of Fowler V. Harper as Deputy Chairman and Arthur J. Altmeyer as Executive Officer. Mr. Altmeyer will continue his duties as Chairman of the Social Security Board.

The Executive Order prescribes that "the Chairman, after consultation with the members of the Commission, shall:

a. Formulate plans and programs and establish basic national policies to assure the most effective mobilization and maximum utilization of the Nation's manpower in the prosecution of the war; and issue such policy and operating directives as may be necessary thereto.

b. Estimate the requirements of manpower for industry; review all other estimates of needs for military, agricultural, and civilian manpower; and direct the several departments and agencies of the Government as to the proper allocation of available manpower.

c. Determine basic policies for, and take such other steps as are necessary to coordinate, the collection and compilation of labor market data by Federal departments and agencies.

d. Establish policies and prescribe regulations governing all Federal programs relating to the recruitment, vocational training, and placement of workers to meet the needs of industry and agriculture.

e. Prescribe basic policies governing the filling of the Federal Government's requirements for manpower, excluding those of the military and naval forces, and issue such operating directives as may be necessary thereto.

f. Formulate legislative programs designed to facilitate the most effective mobilization and utilization of the manpower of the country; and, with the approval of the President, recommend such legislation as may be necessary for this purpose.

The following agencies and functions are transferred to the War Manpower Commission:

a. The labor supply functions of the Labor Division of the War Production Board.

b. The National Roster of Scientific and Specialized Personnel of the United States Civil Service Commission and its functions.

c. The Office of Procurement and Assignment in the Office of Defense Health and Welfare Services in the Office for Emergency Management and its functions.

The following agencies and functions are transferred to the Office of the Administrator of the Federal Security Agency:

a. The Apprenticeship Section of the Division of Labor Standards of the Department of Labor and its functions.

b. The training functions of the Labor Division of the War Production Board.

As Chairman of the War Manpower Commission, Federal Security Administrator McNutt issued a statement concerning the relationship of the Commission to agencies referred to under the Order, and the problems which require the consideration of the Commission. Excerpts from his statement follow:

"Through this Commission, all the agencies of the Federal Government, working closely with representatives of labor and industry, will be able to develop and maintain coordinated labor supply policies and programs on a voluntary and democratic basis. At the present time I can see no need for the building up of a large administrative staff to do this work. I believe that we can carry on most of the functions through the existing agencies . . . I want to emphasize that in my opinion the primary reason for my designation as chairman of this Commission is that many of the activities with which the Commission will be concerned are already operating within the Federal Security Agency. These include the United States Employment Service, with its basic responsibility for recruiting labor, and the wartime training programs carried out through the United States Office of Education, the Civilian Conservation Corps, and the National Youth Administration . . .

"These are among the steps the Commission will have to consider:

1. We shall have to decide where our available labor supply is most urgently needed.
   a. We shall have to make a careful determination of the manpower and womanpower required by the armed forces, by war industry, by agriculture, by transportation, and by civilian production.
   b. We shall have to obtain the necessary information concerning occupational skills possessed by each man and

woman to make sure that all of us are serving where we are most urgently needed. These data are now being obtained from Selective Service registrants through an occupational questionnaire.

c. Arrangements will have to be made for supplying labor to various war industrial plants in accordance with the urgency of the need for the products each plant turns out.

2. In order to obtain the most effective use of our limited supply of skilled workers we must make sure that:

a. Employers use their skilled workers only at jobs where such skills are required.

b. Skilled workers are hired through an orderly process guaranteeing that factories engaged in the most urgent war production receive first call on the available supply.

c. Manpower is allocated between the armed forces and industry in such a way as to provide for most effective utilization of men whose skills are essential to the war production.

3. In order to make full use of presently unemployed workers we must make sure that:

a. War contracts are placed in areas in which there are now large numbers of unemployed and that further concentration of war production is avoided in areas of labor shortage.

b. Effective measures are enforced to insure full utilization of local labor.

4. In order to mobilize the full manpower and womanpower of the country to meet the prospective needs of the war program we must:

a. Utilize women in industries where they are best fitted to serve, and under proper working conditions.

b. Utilize on a full-time basis in war industry workers who are now partially employed.

c. Expand our program of industrial training as fully as possible.

d. Tap all available labor supplies, such as the millions of Negroes and loyal foreign-born workers not now in war production.

"Most of the 13,000,000 war production workers who will be placed in jobs during the next year will come from those who are now employed in nonwar industries. I hope this shift will be accomplished largely by the conversion of plants and their regular force from civilian to war production. Other workers will be drawn from the unemployed. We shall also need at least several million new recruits -- women, young people, self-employed persons, and retired workers . . .

"If this is to be a long war - and I think we must make that assumption - we must now face the fact that we may be confronted with an over-all Nation-wide labor shortage. The task of manpower mobilization will not only involve the problems which I have already described, but also that of planning our labor supply budget to make sure that we will be prepared to meet any general labor shortage which may occur. The experience of England and of other countries clearly proves the necessity for dealing with these problems before they become serious. Positive action taken in time will prevent the necessity for more drastic measures later on."

13:RO:VII

Federal Security Agency
SOCIAL SECURITY BOARD
Interoffice Communication

Birmingham, Alabama
May 21, 1942

TO: ALL MEMBERS STATE COUNCILS OF ADMINISTRATORS

FROM: James H. McGinnis, Chairman,
Seventh Regional Labor Supply Committee
517 N. 22nd Street, Birmingham, Alabama

SUBJECT: Action of Labor Supply Committee re: War Training

In a meeting of the Seventh Regional Labor Supply Committee held in Birmingham, Alabama on May 19, 1942, I was instructed by the Committee to transmit to you the following directive:

> "Upon the basis of prospective labor demands by shipyards in the South Atlantic and Gulf coast areas, the Regional Labor Supply Committee has determined that serious shortages of skilled labor will occur during the coming months unless immediate measures are taken by the training authorities in the various States to initiate a large scale training program for the available Negro labor which so far has been inadequately utilized in the war effort. State Councils of Administrators are hereby directed to set up shipyard training for significant numbers of Negroes at shipbuilding centers and in areas of large Negro population, such training to cover all major shipyard occupations. State Councils of Administrators are requested to report back to the Regional Labor Supply Committee plans made and specific steps taken to implement this directive. Their reports should be in the hands of the Chairman of the Regional Labor Supply Committee by not later than June 15, 1942."

James H. McGinnis, Chairman
Seventh Regional Labor Supply Committee

COPY

13:RO:VII

POSTAL

Birmingham, Alabama
May 20, 1942
Time typed: 1:50 PM

JOHN J. CORSO., CHAIRMAN
NATIONAL LABOR SUPPLY COMMITTEE
c/o BUREAU OF EMPLOYMENT SECURITY
SOCIAL SECURITY BOARD
WASHINGTON, D. C.

THE SEVENTH REGIONAL LABOR SUPPLY COMMITTEE HAS DIRECTED ME TO TELEGRAPH YOU AS CHAIRMAN OF THE NATIONAL LABOR SUPPLY COMMITTEE THE FOLLOWING RESOLUTION ADOPTED AT TWENTIETH MEETING OF COMMITTEE IN BIRMINGHAM, ALABAMA MAY 19, 1942: QUOTE THE COMMITTEE VIEWS THE HOUSING SITUATION IN MOBILE, ALABAMA WITH ALARM. WE HAVE SEEN THE POPULATION OF THAT CITY INCREASE FROM 79,000 TO 123,000 SINCE THE SUMMER OF 1940. WE ARE ADVISED BY SHIPBUILDING CONCERNS IN AND NEAR THE CITY THAT AT LEAST 17,000 MORE WORKERS WILL BE NEEDED BEFORE THE END OF THIS CALENDAR YEAR. THEY ALSO ADVISE THAT PRODUCTION OF SHIPS IS BEING HAMPERED BY LABOR SHORTAGES NOW AND THAT SUCH SHORTAGES ARE CAUSED BY LACK OF HOUSING FACILITIES. OTHER WAR EFFORTS OF THE CITY WILL REQUIRE 4,000. THIS ADDITIONAL TOTAL OF 21,000 IN-MIGRATION OF WORKERS IS NECESSARY AND ESSENTIAL TO INCREASE THE PRODUCTION OF SHIPS, ALUMINUM AND AIRCRAFT MAINTENANCE. THE PRESENT HOUSING CONDITIONS ARE DEPLORABLE TO THE EXTENT THAT WORKERS CANNOT BE PERSUADED TO REMAIN AT WORK. COMMUTERS BY AUTOMOBILE FROM AS FAR AWAY AS 50 MILES MUST SOON QUIT THEIR JOBS OR FIND ROOMING PLACES IN MOBILE ON ACCOUNT OF THE RUBBER SITUATION, IMPENDING GASOLINE RATIONING, AND OTHER TRANSPORTATION COMPLICATIONS. THIS COMMITTEE, THROUGH ITS CONSTITUENT MEMBERS, HAS REPEATEDLY SURVEYED THE SITUATION, BEGINNING IN THE SPRING OF 1941. WE THINK THAT THE RESPONSIBILITY FOR SOLVING THIS PROBLEM RESTS ON SOME ONE OR MORE OF THE MULTITUDINOUS HOUSING AUTHORITIES OF THE FEDERAL GOVERNMENT. THIS COMMITTEE HAS DIRECTED THE WAR TRAINING AUTHORITIES OF ALABAMA TO SET UP ADDITIONAL APPROPRIATE TRAINING CLASSES FOR SUBSTANTIAL NUMBERS OF NEGROES IN MOBILE AND OTHER AREAS IN ORDER TO UTILIZE LOCAL LABOR TO THE GREATEST POSSIBLE EXTENT. UTILIZATION OF LOCAL PHYSICALLY HANDICAPPED PERSONS IS BEING URGED AND THE EMPLOYMENT OF LOCAL WOMEN WHEREVER POSSIBLE IS BEING PRESSED. HOWEVER, ASSUMING MAXIMUM UTILIZATION OF THE LOCAL LABOR SUPPLY, EVIDENCE IS CONCLUSIVE THAT HOUSING FACILITIES ARE TOTALLY INADEQUATE IN MEETING THE PRESENT AND FUTURE LABOR REQUIREMENTS OF WARTIME MOBILE. THIS COMMITTEE IS OF THE OPINION THAT THE WAR EFFORT IS BEING IMPEDED BY LACK OF ACTION IN PROVIDING HOUSING AT MOBILE. WE, THEREFORE, DEMAND THAT SOMETHING BE DONE ABOUT IT IMMEDIATELY IN ORDER THAT THE WAR EFFORT BE EXPANDED. UNQUOTE. IT IS REQUESTED THAT THIS RESOLUTION BE BROUGHT TO THE ATTENTION OF APPROPRIATE AUTHORITIES WITH URGENCY AND EXPEDITION.

JAMES H. MCGINNIS, CHAIRMAN
SEVENTH REGIONAL LABOR SUPPLY COMMITTEE

LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT
LABOR SUPPLY COMMITTEE MINUTES

Twentieth Labor Supply Committee Meeting
Birmingham - May 19, 1942

DEFENSE TRAINING

Need for Training of Workers for Bell Aircraft Company Plant Near Atlanta, Georgia

Colonel Weisiger reported on the investigation of training plans for Negroes for the Bell Aircraft Plant at Atlanta. It was understood that training would be started upon receipt of the equipment for 80 stations at the Washington High School. Mr. McGinnis reported receipt of a letter from the USEB in Washington, stating that requisitions for training equipment had been approved on May 6 for sufficient equipment to provide training for Negroes comparable to that provided for others.

One difficulty in the training of Negroes is the lack of Negro instructors. Consideration has been given to sending Negro instructors to Buffalo for training at the Bell Plant but the company felt that this would be too expensive. Consideration has been given to using White instructors but question has been raised regarding the possible constitutional prohibition.

Authority of Regional LSC to Direct that Training be Given to Negroes

Discussion was held on the training of Negroes and the question was raised regarding the authority of the Regional Labor Supply Committee to direct that training be given for Negroes throughout the region. It was stated that several Councils of State Administrators considered that a directive should come from this Committee. Discussion was held on the proposed number of Negroes that should be trained but since there is little training of Negroes at present it was considered that the Committee should give orders for training in relation to specific numbers or industries.

Mr. Rhudy read an analysis of training needs and surpluses in Region VII setting forth that there was an anticipated shortage in certain of the shipbuilding occupations, principally arc welding and that training would have to be expanded for all shipbuilding occupations. Discussion was held on a proposed motion which would direct Councils of State Administrators to train Negroes in shipbuilding occupations. The sub-committee appointed presented a draft on resolution of Negro training. The sub-committee stated it did not feel that the directive should limit training of Negroes to shipyard occupations but that initial efforts should be directed toward meeting the needs of the shipbuilding industry. It was stated that there are a large number of facility hours that are not being utilized at present.

DEFENSE TRAINING - (Cont'd)

After discussion, resolution was adopted as follows:

> Upon the basis of prospective labor demands by shipyards in the South Atlantic and Gulf coast areas the Regional Labor Supply Committee has determined that serious shortages of skilled labor will occur during the coming months unless immediate measures are taken by the training authorities in the various States to initiate a large scale training program for the available Negro labor which so far has been inadequately utilized in the war effort. State Councils of Administrators are hereby directed to set up shipyard training for significant numbers of Negroes at shipbuilding centers and in areas of large Negro population, such training to cover all major shipyard occupations. State Councils of Administrators are requested to report back to the Regional Labor Supply Committee plans made and specific steps taken to implement this directive. Their reports should be in the hands of the Chairman of the Regional Labor Supply Committee by not later than June 15, 1942. (Copy of Chairman's memorandum to State Councils of Administrators is attached to the minutes.)

Need for Training of Women and Handicapped Persons

It was suggested that the Chairman appoint a sub-committee to contact the Councils of State Administrators to discuss such training.

Action: The Committee requested the Chairman to appoint a sub-committee to consult with the Councils of State Administrators on the training of women and physically handicapped persons for work on war production, and to instruct the sub-committee to report from time to time to the Chairman of the committee.

MINORITY PROBLEMS

Hearing of President's Committee on Fair Employment Practice, Birmingham, June 18, 19, and 20

This hearing will be Regional in scope, will be educational, and designed to point up specific cases of discrimination.

Outstanding Southern Negro Leaders Recommended to be Included in Programs at Federal Level

Dr. Hawk, Bureau Labor Statistics, discussed the lack of participation by outstanding southern Negro leaders in planning programs at the Washington level of the Federal Government.

MINORITY PROBLEMS - (Cont'd)

Action-- The LSC recommends for consideration by National authorities engaged in developing policies which deal with employment and training of Negroes that attention be given the appointment to policy making committees of competent southern Negroes.

DISRUPTIVE RECRUITING PRACTICES

Bad Employment Practices and Labor Pirating

In a discussion of these problems the Committee was requested to note such bad practices as the following: (1) Labor Pirating (2) Advertising of a disruptive character (3) Excessive migration (4) Labor hoarding (5) Mal-utilization of skills (6) Discrimination (7) Failure to utilize fully local labor (8) Unreasonable hiring specifications (9) Failure of non-essential industry to release workers to war producers.

ACTION--Each member of the Committee is requested to report specific instances of bad employment practices to the Chairman as soon as the Committee member secures information on such practices.

COMMUNITY PROBLEMS

Housing Shortage in Mobile Viewed with Alarm

Mr. Parmelee, Federal Committee on Apprenticeship, states that on a recent trip to Mobile his attention was called to the housing shortage which continues to be serious. Mr. McGinnis read exerpts from the resolution of the Alabama Council of State Administrators relative to the lack of housing which is causing serious labor supply problems. It was stated that approximately 20,000 more workers will be required in the Mobile area. The following resolution was adopted by the LSC:

ACTION--The Committee views the housing situation in Mobile, Alabama, with alarm. We have seen the population of that city increase from 79,000 to 123,000 since the summer of 1940. We are advised by shipbuilding concerns in and near the city that at least 17,000 more workers will be needed before the end of this calendar year. They also advise that production of ships is being hampered by labor shortages now and that such shortages are caused by lack of housing facilities. Other war efforts of the city will require 4,000. This additional total of 21,000 in-migration of workers is necessary and essential to increase the production of ships, aluminum and aircraft maintenance. The present housing conditions are deplorable to the extent that workers cannot be persuaded to remain at work. Commuters by automobile from as far away as 50 miles must soon quit their jobs or find rooming places in Mobile on account of the rubber situation, impending gasoline rationing, and other transportation complications. This Committee, through its constituent members, has repeatedly surveyed the situation, beginning in the spring of 1941. We think that the responsibility for solving this

COMMUNITY PROBLEMS - (Cont'd)

problem rests on some one or more of the multitudinous housing authorities of the Federal government. This Committee has directed the war training authorities of Alabama to set up additional appropriate training classes for substantial numbers of Negroes in Mobile and other areas in order to utilize local labor to the greatest possible extent. Utilization of local physically handicapped persons is being urged and the employment of local women wherever possible is being pressed. However, assuming maximum utilization of the local labor supply, evidence is conclusive that housing facilities are totally inadequate in meeting the present and future labor requirements of wartime Mobile. This Committee is of the opinion that the war effort is being impeded by lack of action in providing housing at Mobile. We, therefore, demand that something be done about it immediately in order that the war effort be expanded.

It is ordered that the Chairman telegraph the above resolution to the Chairman of the National Labor Supply Committee and it is further ordered that each member of the Committee send a copy of this resolution to Washington to the constituent agency which he represents.

Field Management Division
United States Employment Service
June 1, 1942

7/6/42

RO7-3009

Miss Anderson

CONFIDENTIAL

Twenty-first Meeting
Seventh Regional Labor Supply Committee
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

Region VII

Ansley Hotel
Atlanta, Georgia

June 16, 1942

PRESENT: Members

James H. McGinnis, Regional Labor Supply Officer, USES, Chairman
Kendall Weisiger, Consultant, Labor Division, WPB
E. Q. Hawk, Bureau of Labor Statistics, Washington, D. C.
Louise O. Charlton, Women's Bureau, U. S. Department of Labor
T. L. Elder, Labor Relations Specialist, FSA, U. S. Department of Agriculture
Charles A. Britton, Apprenticeship Section, Federal Security Agency
J. E. McDaniel, Training Within Industry, WPB
Harold J. McCormack, Chief Regional Supervisor, WPA

Alternates

Louie L. Rhudy, Assistant Regional Labor Supply Officer, USES
W. S. Andress, Assistant Manager, 5th U. S. Civil Service District
James I. Teat, Assistant District Representative, TWI-WPB
Major C. J. Brockman, Selective Service & SOS, U. S. Army, Georgia
Captain T. H. Vaden, Selective Service & SOS, U. S. Army, Alabama
Major J. R. Crittenden, Selective Service & SOS, U. S. Army, Tennessee
Major J. E. Miller, QMC, Liaison Officer, U. S. Army, Mississippi

Visitors

Lt. J. A. Frank, Selective Service & SOS, U. S. Army, Tennessee
R. B. Lines, Area Director, NYA, Georgia
V. A. Milton, Labor Supply Officer, USES - Georgia
Charles B. Gramling, President, Georgia Federation of Labor
Alvin Vitz, Safety & Personnel Superintendent, Procter & Gamble Defense Corporation, Milan, Tennessee
J. T. Clinton, Safety & Personnel Superintendent, Procter & Gamble Defense Corporation, Aberdeen, Mississippi
W. B. Klugh, Regional Field Representative, USES
R. E. Reily, Jr., Chief, Reports & Analysis, USES - Georgia
Rex P. Huffman, Clearance Officer, USES - Georgia
E. W. Hiles, Assistant Regional Labor Analyst, USES
Ernest L. Marbury, Special Assistant, War Manpower Commission
Major C. P. Noland, Labor Supply Officer, Birmingham Ordnance District
Paul E. Moore, Director, Training & Reemployment, WPA, Georgia
Albert Gossett, President, Atlanta Federation of Labor
W. C. Kendrick, Georgia Legislator
Arthur W. Harris, U. S. Civil Service Commission

JUN 24 1942

The meeting was opened by Chairman McGinnis. The minutes of the last meeting were considered and approved.

The Chairman introduced to the committee Mr. Alvin Vitz and Mr. J. T. Clinton, both Personnel Superintendents of Procter and Gamble Defense Corporation.

Mr. McGinnis referred to the resolution adopted by the committee at its last meeting, regarding the need for housing at Mobile, Alabama. He stated that he was in receipt of a telegraphic reply from Mr. John J. Corson which set forth that the resolution had been referred to the War Manpower Commission for their consideration. Subsequent discussion on this subject disclosed that plans were in operation through the Farm Security Administration and private contractors for housing provisions at this point which will materially relieve the situation.

Reference was made to the directive issued by the Committee to State Councils of Administrators urging them to establish training courses in shipbuilding occupations for significant numbers of Negroes. At the request of the committee, Mr. Rhudy read excerpts from replies received from the various councils in response to this directive. At the suggestion of the Chairman, the committee requested that the replies be attached as a part of the minutes of this meeting. Replies are attached in accord with this expression.

The Chairman called on the subcommittee which was appointed at the last meeting to discuss with the State Councils of Administrators the training of women and physically handicapped persons for work in war production industries. Judge Louise Charlton, Chairman of this subcommittee, reported favorably that on the basis of an analysis of the training programs now in operation in the States in this region, it appeared that adequate provisions have been made for the training of women to meet present needs, and that in each State the training authorities were working closely with the State divisions of Vocational Rehabilitation for the purpose of training physically handicapped individuals.

It was suggested by Judge Charlton, however, that continued attention should be paid to this phase of the training program, as it was the opinion of the subcommittee that increasing use would be made of women in war production industries in this region. It was suggested and agreed that the Chairman of the subcommittee would submit a written report for inclusion in the minutes of the next meeting. Mr. McGinnis thanked the subcommittee and instructed it to continue functioning on this assignment.

The Chairman referred to the decision of the committee in its last meeting to direct close attention to instances of bad employment practices in order that the committee might act in specific cases to eliminate such practices as are disruptive to the labor market. Several instances of labor pirating were discussed, as it seemed that this particular type of bad employment practice has arisen more often than any other. The Chairman again urged the members of the committee to bring to his attention any specific case of disruptive employment practice which they encounter in their daily operations. A letter from the Henderson Foundry and Machine Company of Hampton, Georgia, was read, which complained of raids made on their personnel by an Atlanta firm. The opinion was expressed that this matter could probably best be

handled through the United States Employment Service, so it was referred to Mr. V. A. Milton, Labor Supply Officer for Georgia, who was requested to investigate and report to the Chairman the results of his efforts to solve the problem.

The Chairman read excerpts of a letter received from the Ryan Stevedoring Company, Inc., of Mobile, Alabama, in which the company set forth its problem regarding difficulties in obtaining enough longshoremen to load and unload ships in Mobile. It was stated in this letter that normally there are 2,500 to 3,000 longshoremen, mostly Negroes, available to load and unload cargoes, but that there appeared to be at present only about 500 men available for employment by all the stevedoring firms in Mobile. It was further stated that the basic pay is 95¢ per hour straight time, and $1.425 per hour overtime. This overtime is effective after four o'clock in the evening and until seven o'clock in the morning, and a large part of the work is performed at that time. The company also set forth that the International Longshoremen's Association, the Common Laborer's Union, and the USES at Mobile had to date been unable to recruit workers in adequate numbers to meet the need. They requested the assistance of the Regional Labor Supply Committee in meeting this problem.

After considerable discussion, it was suggested by Mr. Rhudy that the matter should be referred to the United States Employment Service in Alabama, along with the request from the committee that every effort be exerted toward meeting the problem confronting this company, since the work of loading and unloading boats at this point is very vital to the war effort.

The committee Chairman requested Mr. Rhudy to review the status of the Labor Supply and Demand in the region for the information of the committee. Excerpts from this report were read and it was requested by several members of the committee that the critical shortages reported be incorporated as a part of this report. In conformity with this suggestion, there is listed below the occupational shortage summary reported by employers as interfering at the moment with war production. It is noted that these shortages are critical and cannot be met by fully skilled workmen. Job breakdown, supplemented by public and in-plant training, will have to be used in order for these employers to meet their production schedules.

Occupational Shortages

Draftsman Mechanical
Machinist II
Machinist, Marine
Tool Maker, Machine Shop
Engine Lathe Operator
Turret Lathe Operator
Sheet Metal Worker II
Core Maker I
Boiler Maker
Structural Steel Worker
Ship Fitter
Riveter Pneumatic II
Electrician Marine
Boat Builder, Wood
Pipe Fitter, Construction
Steam Fitter

Mr. McGinnis called for a report from the subcommittee on the training of Negroes in Georgia. Mr. Harold McCormack reported for the subcommittee that a meeting was held with Mr. Mobley, of the State Vocational Education Division, and Mr. Limberg, of the Bell Bomber Plant, at which meeting it was stated that the problem of providing an adequate training program for Negroes was at the moment being handled by the local Council of Administrators. At-

tempts were made at this meeting by the subcommittee to determine from Mr. Limberg specific information as to the employment policy of the Bell Aircraft Corporation relative to the employment of Negroes. It appeared that Mr. Limberg was non-committal. Mr. McCormack reported that information was developed further as follows: "Facilities have been approved in the Washington School (Atlanta, Georgia) for the training of 20 workers on one shift, and three shifts are contemplated. A request for the approval of the purchase of equipment in the amount of $5,100 was transmitted to Washington by Mr. Mobley, and was approved by the United States Office of Education and increased to $10,000. On May 20, 1942 a request for priorities for equipment was submitted to Washington and, other than a letter of acknowledgement of the request, nothing has been heard to date." It was the opinion of the subcommittee that considerable confusion existed in respect to the establishment of a training program in Atlanta for Negroes and that no solution seemed possible unless the responsibility and authority were assigned to one man to get the job done. This attitude of the subcommittee was discussed at length and the following resolution was proposed by Mr. Harold McCormack: "The Committee recommends that in the absence of specific authority vested in any member agency to bring a more coordinated action of Negro training programs directed toward Bell Bomber Plant employment, the War Manpower Board be requested to assign a person or agency to accomplish this end."

ACTION: After further discussion, the adoption of the above resolution was moved by Mr. McCormack and seconded by Colonel Weisiger. The committee voted 5 to 4 for the adoption of this resolution and, therefore, requests the War Manpower Commission to assist in this matter.

Mr. McGinnis accepted the report of the subcommittee on Negro training in Georgia and discharged it from further responsibilities in this connection. On behalf of the committee, Mr. McGinnis expressed appreciation for the work of this subcommittee.

The Chairman introduced Mr. Charles B. Gramling, President, Georgia Federation of Labor; Mr. Albert Gossett, President, Atlanta Federation of Trades; and Mr. W. C. Kendrick, Georgia Legislator, all of whom spoke briefly with respect to the attitude of organized labor toward labor supply problems in Georgia. They stated that labor stands ready and willing to cooperate to the fullest extent in assisting in the solution of any labor supply problem.

## Afternoon Session

In opening the afternoon session, the Chairman read to the Committee a letter received from the Regional Director of NYA to the effect that 302 girls were now trained and available for employment in machine shop and sheet metal work, in Mississippi. He requested the assistance of the Committee and the United States Employment Service in the referral of these workers to suitable employment. Mr. J. T. Clinton, Personnel Superintendent of the Procter and Gamble Defense Corporation, stated that his firm would gladly employ every one of them in the near future, and requested that their names be submitted through the USES in Mississippi to their office at Aberdeen, in order that they might be considered for employment. Arrangements will be made immediately with the United States Employment Service in Mississippi to accomplish this purpose.

The Chairman referred again to instances of bad employment practices which had come to the attention of Committee members from time to time, and called for discussion from Committee members regarding their understanding of the nature of such practices. Mr. Rhudy informed the Committee that in practically every instance where a bad employment practice has been called to the attention of the Committee, action has been taken and excellent results have been obtained.

Mr. W. B. Klugh reported the existence of a city ordinance in Miami, Florida, which specifically prohibits the employment of Negroes in semi-skilled and skilled occupations in certain sections of Miami. He felt that this was a problem beyond the ability of the local employment office to cope with and suggested that the Committee take appropriate action. After some discussion it was decided by the Committee that this matter should be referred through regular channels to the Council of Administrators in Florida for their action.

A discussion ensued regarding the farm labor supply problem in the region. Mr. T. L. Elder discussed at length the difficulties faced by agricultural employers in attempting to meet the increased production goals in the face of increasing drains being made on their farm labor supply by Selective Service, War Production Industries, and other difficulties such as transportion, housing, and farm wages. Subsequent to a lengthy discussion, Mr. Elder proposed the following motion which was seconded by Dr. Hawk: "The Committee appoint a subcommittee composed of the Regional Farm Placement Representative; Mr. T. L. Elder, Labor Relations Specialist, Farm Security Administration; and the Selective Service Liaison officers in the various States to work with farm committees and the State Farm Placement Supervisors on matters of transportation, housing, and other problems affecting the Farm Labor Supply.

ACTION: This motion was approved by the Committee and the Chairman appointed the Regional Farm Placement Representative and Mr. T. L. Elder to work with the respective Selective Service officers in carrying out this assignment.

Major J. E. Miller, of the Selective Service System in Mississippi, extended an invitation to the Committee to meet at the Buena Vista Hotel, Biloxi, Mississippi, on July 6. He stated that at this time he was arranging a meeting of the local Draft Boards and the shipbuilding employers in the Gulf region for the purpose of discussing the problems of these employers relative to the Selective Service regulations. It was felt by the Committee that a combined meeting of this type would be pertinent. A motion was made, seconded, and passed that the Committee accept the invitation of Major Miller to meet in Biloxi, Mississippi, on July 6, 1942.

There being no further business to come before the Committee, the meeting was adjourned.

James H. McGinnis, Chairman,
Seventh Regional Labor
Supply Committee

Attachments - 6

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STATE OF ALABAMA
DEPARTMENT OF EDUCATION
MONTGOMERY

May 28, 1942

Mr. James H. McGinnis, Chairman,
Regional Labor Supply Committee,
517 North 22nd Street,
Birmingham, Alabama.

Dear Mr. McGinnis:

Your communication under date of May 21 addressed to all State Councils of Administrators, with regard to training of negroes for war industries, is hereby acknowledged.

At a meeting of the State Council on May 27, the presently operating program of training for negroes in the shipbuilding occupations was reviewed, and the pending program discussed.

Your Committee is no doubt aware that for some months the State Council of Administrators for Alabama has been developing such programs and has, at present, a considerable program projected. The present and projected programs are detailed below for your information.

For the information of your group, the State Council on February 4 passed the following resolution:

> "In view of the constantly increasing demands for workers in the defense industries of Alabama, as shown by the reports of the United States Employment Service duly submitted to the State Council, it is the definite conviction of the State Council of Administrators for Defense Training that the only feasible approach to the problem of supplying trained workers in Alabama defense industries is to be found in an all-out training program, which will utilize every possible source of supply and recruitment.
>
> "The training program shall be conducted without prejudice or discrimination regarding race, color, creed, or sex. In requesting and making referrals for training courses, due consideration should be given to the principles enumerated in Selective Service Bulletin Number 1, Section 4,as follows:
>
> 1. Men deferred from military service by reason of dependency.
> 2. Men deferred from military service by reason of physical disability.
> 3. Men outside of military age.
> 4. Women.

"This statement of policy shall be furnished to:

Directors, Supervisors and Coordinators of Trade and Industrial Education;
Local Office Managers of the United States Employment Service;
Area Directors of the National Youth Administration;

for appropriate implementation by the Local Councils of Administrators."

Since that date, local councils throughout the State and the individual services affected have made every effort to expedite the organization of training programs for negroes.

The following classes are now in operation or will shortly be in operation for the training of negroes in the shipbuilding industry:

| CENTER | CODE SYMBOL | NAME OF COURSE | CUMULATIVE ENROLLMENT |
|---|---|---|---|
| Birmingham | 1-S-Sf-1 | Structural Steel | 48 |
| Opelika | 12-R-ML-1 | Sheetmetal | 16 |
| | 12-R-S-5 | Ship Carpentry | 25 |
| | (New Class) | Blacksmith | 16 |
| Tuskegee (Being trained chiefly for Mobile) | 21-R-W-1 | Arc Welder | 11 |
| | 21-R-W-2 | Arc Welder | 11 |
| | 21-R-W-3 | Arc Welder | 10 |
| | (New Class) | Ship Carpentry | 20 |
| | (New Class) | Marine Machinist | 16 |
| | (New Class) | Marine Sheet Metal | 20 |
| | (New Class) | Acetylene Cutting and Burning | 15 |
| | (New Class) | Acetylene Cutting and Burning | 15 |
| | (New Class) | Acetylene Cutting and Burning | 15 |
| Crenshaw County | 26-R-ML-1 | Sheet Metal | 20 |
| Brewton | 33-R-Mb-1 | Blacksmith | 12 |
| Sumter County | 49-R-R-1 | Rivet Heater | 20 |
| | 49-R-R-2 | Rivet Heater | 20 |
| | 49-R-R-3 | Rivet Heater | 20 |
| | 49-R-S-1 | Shipyard Machinist | 12 |

| CENTER | CODE SYMBOL | NAME OF COURSE | CUMULATIVE ENROLLMENT |
|---|---|---|---|
| State A. and M. Institute | 48-R-ML-1 | Sheet Metal | 15 |
| | 48-R-W-1 | Welder | 15 |
| | | TOTAL | 372 |

The following classes will be organized as soon as the Federal Office of Education grants authority for the purchase of equipment needed. All such classes are in the metal trades and are intended to train for the shipbuilding industry:

| CENTER AND SHOP | TRAINING STATIONS |
|---|---|
| Sumter County | |
| Chipper Metal | 20 |
| Opelika | |
| Blacksmith | 16 |
| Fairfield | |
| Riveting | 20 |
| Welding | 20 |
| Tuscaloosa City | |
| Chipper Metal | 16 |
| Electric Welding | 15 |
| Union Springs | |
| Metal Chipping | 20 |
| Mobile | |
| Electric Arc Welding (Approved) | 20 |
| TOTAL | 147 |

This figure represents the number of training stations. That is, the number of persons who can be trained at any one time. By organizing this work on a three-shift basis this added capacity will provide training opportunity for 441 negroes.

With assurance of good wishes, I am

Very truly yours,

/s/ E. R. Plowden
E. R. Plowden, Chairman
State Council of Administrators

ERP:vcm

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Federal Security Agency
SOCIAL SECURITY BOARD
Interoffice Communication

In Reply Refer to
File No.

Tallahassee, Florida
June 13, 1942

To: James H. McGinnis
Regional Labor Supply Officer
United States Employment Service
Birmingham, Alabama

From: L. S. Rickard, Director for Florida
United States Employment Service

Subject: Regional Labor Supply Committee Directive Regarding Negro Training

The Council of State Administrators of Florida held a meeting in Jacksonville on Friday, June 12, 1942, attended by L. S. Rickard, State Director, United States Employment Service; Robert D. Dolley, State Director, Vocational Training for Defense Workers; David B. Wright, State Youth Administrator, National Youth Administration; members of the Council of State Administrators; and Charles W. Barnett, Assistant Director, United States Employment Service.

Attached is a resolution adopted by the Council regarding the training of negro youth, both male and female, in the State of Florida.

/s/ L. S. Rickard
L. S. Rickard
Director for Florida

attachment

At the regular meeting of the Council of State Administrators held in Jacksonville on Friday, June 12, 1942, attended by Mr. Lawrence S. Rickard, State Director, USES, Mr. Robert D. Dolley, State Director, Vocational Training for Defense Workers, and Mr. David B. Wright, State Youth Administrator, NYA, the following expression of policy was unanimously agreed upon:

"The Council of State Administrators adopts the policy that equal opportunities for training shall be made available for Negro and white youth where facilities and instruction are available. At the present facilities are available for training Negro youth at Florida A. & M. College, Tallahassee, Bethune-Cookman College, Daytona Beach, and Florida Normal at St. Augustine. Negotiations are pending for additional training facilities for Negro youth at Jacksonville and Pensacola. Courses at these places shall include radio repair training, shop practice, and such other approved courses as can be made available at these points.

"In view of the pending shortage of man power for the war effort, it is further a consensus of this meeting that training opportunities shall be extended to girls and women, in those occupations for which there are job opportunities for women, as well as to men in both races.

"It is recognized that at the present time there are no orders or job opportunities available for Negro youth in these various trades and occupations; however, it is our belief that a reservoir of trainees in these occupations should be created to meet the need that we believe will develop in the very near future."

/s/ L. S. Rickard
Lawrence S. Rickard
State Director, USES

/s/ Robert D. Dolley
Robert D. Dolley
State Director, Vocational
Training for Defense Workers

/s/ D. B. Wright
State Youth Administrator, NYA

In Reply Refer to
File No.

Federal Security Agency
SOCIAL SECURITY BOARD
Interoffice Communication

Atlanta, Ga.
June 15, 1942

To: Mr. James H. McGinnis, Regional Representative
U. S. Employment Service

From: E. A. Adams, Acting Director for Georgia
U. S. Employment Service

Subject: Training for Negroes in Ship Building Occupations in Georgia

This answers your memorandum of June 10th in which you ask that a report be furnished the Regional Labor Supply Committee by June 15th as to the plans made and specific steps taken to implement the directive mailed to all members of the State Council of Administrators on May 21st regarding negro training for major ship building occupations.

The following is a statement covering shipyard training for negroes in Georgia.

In Savannah, courses for negroes and number of trainees is as follows:

| | |
|---|---|
| Ship Rigger, helper | 150 |
| Shipwright | 20 |
| Ship Fitter, helper | 69 |
| Sheet Metal Worker | 18 |
| Electric Welding | 9 |
| | 266 |

The courses in Atlanta and number of trainees is as follows:

| | |
|---|---|
| Ship Carpenter | 19 |
| Sheet Metal Worker | 10 |
| | 29 |

Equipment has been ordered to set up fifteen training stations each for negroes in the following occupations, in Savannah:

| | |
|---|---|
| Electric Welding | Sheet Metal Workers |
| Machine Shop | Plumbing & Pipe Fitting |
| Motor Shop | Marine Electricity |
| Forge Shop | Boat Shop (wood) |

Operating the above courses on a three-shift basis, it will be possible to train 360 negroes at a time.

Mr. James H. McGinnis - 6/15/42

The Vocational schools have sent to Washington a list of equipment to train negroes at Brunswick in the following occupations. Approval of this list is expected shortly.

| | |
|---|---|
| Marine Electricity | Sheet Metal Workers |
| Plumbing & Pipe Fitting | Ship Fitter & Mechanic (shop) |

It is planned to train 20 men on each shift in each of the above occupations, making a total of 240 in training for three shifts.

I am submitting this information directly to you because it will be impossible to get the Council together and make a formal report before June 15th.

/s/ E. A. Adams
E. A. Adams
Acting Director for Georgia

VAM:bm

In Reply Refer To
File No.

Federal Security Agency
SOCIAL SECURITY BOARD
Interoffice Communication

524 East Capitol Street
Jackson, Mississippi
June 11, 1942

To: Mr. James H. McGinnis, Chairman
Seventh Regional Labor Supply Committee
517 N. 22nd Street, Birmingham, Alabama

From: Raymond L. Sullivan, Director
United States Employment Service

Subject: Directive from Seventh Regional Labor Supply Committee to All Members, State Councils of Administrators

I have received a copy of a directive addressed to all members, State Councils of Administrators, in which the Seventh Regional Labor Supply Committee directs State Councils of Administrators to set up shipyard training for significant numbers of negroes at shipbuilding centers and in areas of large negro population, such training to cover all major shipyard occupations.

This directive has been discussed with Mr. H. E. Mauldin, Jr., State Director of Vocational Education, but has not yet been taken up at a meeting of the State Council of Administrators. Mr. Mauldin stated that he plans to submit a report to you covering action taken in line with this directive. He, also, stated that the Vocational Education Division of the State Department of Education has requested approval of the purchase of equipment needed to set up arc welding training schools for negroes at Meridian, Mississippi, and Greenville, Mississippi.

A report of action taken by the State Council of Administrators will be furnished you in accordance with instructions in the directive received.

/s/ Raymond L. Sullivan
Raymond L. Sullivan
Director for Mississippi

HWS:ob

Jas. H. Hope
State Superintendent of
Education

STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

COLUMBIA, S. C.

June 13, 1942.

Mr. James H. McGinnis, Chairman
Seventh Regional Labor Supply Committee
Birmingham, Ala.

Dear Mr. McGinnis:

In reply to your communication of May 21st concerning the initiating of a training program for negroes I wish to give you some information about what is being done in South Carolina.

I am enclosing a list of classes and the enrollment of negroes in training programs which are now in operation. We are also making application to the U. S. Office of Education for funds to equip five centers to offer training in welding and shipfitter helper and one shop for sheetmetal workers. If the program is expanded as suggested in your letter it will be necessary to secure this additional equipment. Our Council of Administrators feels that it should point out some of the difficulties encountered thus far in the training program for negroes.

First, it has been very difficult to recruit trainees and maintain attendance for negro classes. More negroes could be trained with facilities now available if the trainees could be secured and their attendance maintained. Any suggestions you can give us to improve this situation will be appreciated.

The additional equipment requested will allow us to give a more diversified program for the negroes. This may result in simply increasing the problem of recruiting and maintaining satisfactory enrollments.

This Parchment is Made From COTTON The Principal Crop of the South

In the second place we have the problem of placement of negro trainees. I am enclosing, herewith, copy of a letter received from Mr. O. P. Embleton which will give you a general picture of the placement of WPA trainees who have attended our classes. We hope that your committee can make the necessary contacts to open up employment possibilities for the ones who have already been trained and for the additional persons that may be trained as a result of your request.

With best wishes, I am,

Yours sincerely,

/s/ B. R. Turner, State Director
Vocational Training for
Defense Workers

Encl:
BRT/WOB

CC: Mr. J. L. Keitt, U. S. Employment Office
Mrs. R. G. McIver, NYA

June 1, 1942

Mr. Ben R. Turner, State Supervisor
Trade Industrial Education
Wade Hampton Office Building
Columbia, S. C.

Dear Mr. Turner:

In response to your message sent me through Mr. Jos. B. Reynolds, I am pleased to furnish you with Statistics on the number of Negro Trainees who have been assigned to courses, and also the number that are now back on WPA projects.

Through May 19, 1942, a total of 450 Negroes had been assigned and separated from training courses. Eighteen were transferred back to projects by reason of being unsuited for training, ninety-eight received private employment, one hundred twenty-one left WPA employment for "unknown reasons" and two hundred thirteen are either back on WPA projects or have been separated for known reasons, such as, disciplinary action et cetera.

As of May 11, 1942, one hundred fifty-seven trainees who had successfully completed courses are now working on WPA projects. By occupation they are as follows:

| | |
|---|---|
| Auto Mechanics | 90 |
| Blacksmiths | 10 |
| Bricklayers | 19 |
| Carpenters | 2 |
| Welding | 14 |
| Woodwork | 22 |

If this information is not sufficient for your purposes, if you will call on me for any specific additional information, I shall be pleased to furnish it, if possible.

Yours very truly,

Oris P. Embleton, State Director
Division of Training and Reemployment

TRAINING COURSES FOR NEGROES IN S. C.

Pre-employment

| Course | Number Enrolled | Place |
|---|---|---|
| 1. Bricklayers (fire) SC 4034 | 12 | Booker Washington<br>Columbia, S. C. |
| 2. Internal Combustion Engine - SC 4031 | 13 | Booker Washington<br>Columbia, S. C. |
| 3. Sheetmetal - SC 506 | 10 | Voorhees School<br>Denmark, S. C. |
| 4. Blacksmithing - SC 502 | 8 | Voorhees School<br>Denmark, S. C. |
| 5. Fire-brickwork - SC 505 | 8 | Voorhees School<br>Denmark, S. C. |
| 6. Internal Combustion Engine - SC 2308 | 8 | Greenville City Schools<br>Greenville, S. C. |
| 7. Auto Mechanics | 11 | Greenwood High School<br>Greenwood, S. C. |
| 8. Internal Combustion Engine - SC 3808 | 9 | State A & M College<br>Orangeburg, S. C. |
| 9. Welding - SC 3806 | 6 | State A & M College<br>Orangeburg, S. C. |
| 10. Welding-SC 2311 | 16 | State A & M College<br>Orangeburg, S. C. |

Supplementary

| | | |
|---|---|---|
| 1. Auto Mechanics - SC 2317 S | 10 | Greenville City Schools<br>Greenville, S. C. |
| 2. Shipwright Blueprint Reading SC 1090 S | 17 | Navy Yard Civilian School<br>Navy Yard, S. C. |
| 3. Radio Repairs | 12 | State A & M College<br>Orangeburg, S. C. |

TOTAL NUMBER OF COURSES: 13

TOTAL NUMBER OF TRAINEES: 140

Federal Security Agency
SOCIAL SECURITY BOARD
Interoffice Communication

In Reply Refer to
File No

June 13, 1942

To: Mr. James H. McGinnis, Regional Labor Supply Officer
United States Employment Service
Birmingham, Alabama

From: Paul Jessen, Acting Director
United States Employment Service
Nashville, Tennessee

Subject: Negro Training - Tennessee

This is in reply to your communication of May 21, 1942, in reference to negro training in Tennessee for shipyard employment.

The representatives of the training agencies feel that the statement shipyard training for significant numbers of negroes at shipbuilding centers and in areas of large negro population to cover all major shipyard occupations is too indefinite to permit the making of plans and the taking of specific steps to meet this need. They need information as to the number of trainees in each occupational classification, broken down by male and female, which are or will be needed from Tennessee, and the approximate dates employment will be possible. When this information is available the Council is prepared to make every effort to train negro personnel according to such a schedule.

The United States Employment Service in Tennessee does not at this time have any orders for trainees in shipyard occupational classifications. They have a surplus of such trainees currently available for referral. Experience to date in training classes for negroes on a non-pay basis indicate that it will be extremely difficult to secure regular attendance, particularly unless definite commitments as to job employment after successful completion of training have been made.

The Council is very much concerned about availability of materials and equipment for training as our present supply of electrodes will not permit expansion of present training facilities in welding. We also understand that lack of electrodes and steel plate in the shipyards will make future expansion highly problematical.

We wish to assure you of our complete cooperation and earnest desire to so shape training in Tennessee that it will make the greatest possible contribution to the war effort.

/s/ Paul Jessen
Paul Jessen, Acting
Director for Tennessee

/s/ G. E. Freeman
G. E. Freeman, Director of
Vocational Training for
War Production.

/s/ Bruce Overton
Bruce Overton, State Administrator
NYA in Tennessee

COUNCIL OF STATE ADMINISTRATORS.

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Twenty-first Labor Supply Committee Meeting
Atlanta -- June 16, 1942

WOMEN'S BUREAU
JUL 13 1942
DEPARTMENT OF LABOR

## LABOR SUPPLY COMMITTEE PROBLEMS

### Cooperation of Organized Labor

Mr. Charles B. Gramling, President, Georgia Federation of Labor; Mr. Albert Gossett, President, Atlanta Federation of Trades; and Mr. W. C. Kendrick, Georgia Legislator, spoke on the attitude of organized labor toward labor supply problems in Georgia, stating that labor stands ready and willing to cooperate to the fullest extent in assisting in the solution of any labor supply problem.

## LABOR RECRUITMENT

### Difficulties Faced by Agricultural Employers in Meeting Increased Production Goals

After a lengthy discussion of the problems of employers incident to drains being made on the farm labor supply, Mr. Elder of the US Department of Agriculture proposed the following motion: "The committee appoint a subcommittee composed of the Regional Farm Placement Representative; Mr. T. L. Elder, Labor Relations Specialist, Farm Security Administration; and the Selective Service Liaison officers in the various States to work with farm committees and the State Farm Placement Supervisors on matters of transportation, housing, and other problems affecting the Farm Labor Supply. The motion was approved by the committee and the Chairman appointed the Regional Farm Placement Representative to work with the respective Selective Service Officer in carrying out this assignment.

## LABOR RECRUITMENT

### Difficulties in Obtaining Longshoremen, Mobile

The Chairman read excerpts of a letter received from the Ryan Stevedoring Company, Inc., of Mobile, Alabama, in which the company set forth its problem regarding difficulties in obtaining enough longshoremen to load and unload ships in Mobile. It was stated in this letter that normally there are 2,500 to 3,000 longshoremen, mostly Negroes, available to load and unload cargoes, but that there appeared to be at present only about 500 men available for employment by all the stevedoring firms in Mobile. It was further stated that the basic pay is 95¢ per hour straight time, and $1.425 per hour overtime. This overtime is effective after four o'clock in the evening and until seven o'clock in the morning, and a large part of the work is performed at that time. The company also set forth that the International Longshoremen's Association, the Common Laborer's Union, and the USES at Mobile had to date been unable to recruit workers in adequate numbers to meet the need. They requested the assistance of the Regional

LABOR RECRUITMENT - Continued

LSC in meeting this problem.

After considerable discussion, it was suggested by Mr. Rhudy that the matter should be referred to the USES in Alabama, along with the request from the Committee that every effort be exerted toward meeting the problem confronting this company, since the work of loading and unloading boats at this point is very vital to the war effort.

Girl Trainees to be Employed by Proctor and Gamble Defense Corporation, Aberdeen, Mississippi

In opening the afternoon session, the Chairman read to the Committee a letter received from the Regional Director of NYA to the effect that 302 girls were now trained and available for employment in machine shop and sheet metal work, in Mississippi. He requested the assistance of the committee and the USES in the referral of these workers to suitable employment. Mr. J. T. Clinton, Personnel Superintendent of the Proctor and Gamble Defense Corporation, stated that his firm would gladly employ every one of them in the near future, and requested that their names be submitted through the USES in Mississippi to their office at Aberdeen, in order that they might be considered for employment. Arrangements will be made immediately with the USES in Mississippi to accomplish this purpose.

JOB DILUTION, UPGRADING, AND TWI

Occupational Shortages

The Assistant Regional Labor Supply Officer reviewed the status of the Labor Supply and Demand in the region. An occupational shortage reported by employers as interferring with war production was indicated in the following occupations:

Draftsman, Mechnical
Machinist II
Machinist, Marine
Tool Maker, Machine Shop
Engine Lathe Operator
Turret Lathe Operator
Sheet Metal Worker II
Core Maker I
Boiler Maker
Structural Steel Worker
Ship Fitter
Riveter Pneumatic II
Electrician, Marine
Boat Builder, Wood
Pipe Fitter, Construction
Steam Fitter

DEFENSE TRAINING

Training of Negroes in Georgia

Report was made on a meeting held by the subcommittee appointed with representatives of the State Vocational Education Division and the Bell Bomber Plant at which meeting it was stated that the problem of providing an adequate training program for Negroes was being handled by

DEFENSE TRAINING - Continued

the local Council of Administrators. Attempts were made at this meeting by the subcommittee to determine from Mr. Linberg of the Bell Bomber Plant specific information as to the employment policy of the Bell Plant relative to the employment of Negroes. It appeared that Mr. Limberg was noncommittal.

Facilities have been approved in the Washington School (Atlanta) for the training of 20 workers on one shift, and three shifts are contemplated. The US Office of Education has approved the purchase of $10,000 worth of equipment.

It is the consensus of the subcommittee that considerable confusion exists in respect to the establishment of a training program in Atlanta for Negroes and that no solution seems possible unless the responsibility and authority are assigned to one man to get the job done. Accordingly, the following resolution was proposed by Mr. McCormack, Chief Regional Supervisor, WPA:

> "The Committee recommends that in the absence of specific authority vested in any member agency to bring a more coordinated action of Negro training programs directed toward Bell Bomber Plant employment, the War Manpower Board be requested to assign a person or agency to accomplish this end."
>
> The resolution was adopted, and it was voted to request the War Manpower Commission to assist in this matter.

DEFENSE TRAINING

Need for Training of Women and Handicapped Persons

The Chairman of the subcommittee appointed reported favorably that on the basis of an analysis of the training programs now in operation in the States in this region, adequate provisions have been made for the training of women to meet present needs. In each State training authorities are working closely with the State divisions of Vocational Rehabilitation for the purpose of training physically handicapped individuals. The subcommittee is to continue working on the assignment.

Directive Issued by Committee to State Councils of Administrators Re Establishing Training Courses in Shipbuilding for Negroes

At the request of Mr. Rhudy, Assistant Regional Labor Supply Officer, USES, excerpts from replies received were read. Copies of the same are attached to the Minutes. The State Council of Administrators, Department of Education, Montgomery, Alabama, recommends the all-out training program which will utilize every possible source of supply and recruitment. The Florida Council has adopted the policy that equal opportunities for training be made for Negroes and white youth where facilities and instruction are available. Training for Negroes in shipbuilding occupations in Georgia is progressing. Courses are in progress in Savannah and Atlanta. Operating

DEFENSE TRAINING - Continued

on the schedule outlined on a three-shift basis, it would be possible to train 360 Negroes at a time.

DISRUPTIVE RECRUITING PRACTICES

Bad Employment Practices and Labor Pirating

A letter from the Henderson Foundry and Machine Company of Hampton, Georgia, was read, which complained of raids made on their personnel by an Atlanta firm. The opinion was expressed that this matter could probably best be handled through the United States Employment Service, so it was referred to Mr. V. A. Milton, Labor Supply Officer for Georgia, who was requested to investigate and report to the Chairman the results of his efforts to solve the problem.

MINORITY PROBLEMS

Employment of Negroes

Mr. Klugh, Regional Field Representative, USES, reported on the existence of a city ordinance in Miami, Florida, specifically prohibiting the employment of Negroes in semiskilled and skilled occupations in certain sections of Miami, Florida. This was believed to be a problem beyond the scope of the local employment office and it was suggested that the committee take appropriate action. It was the consensus of the committee that the matter should be referred through regular channels to the Council of Administrators in Florida for their action.

COMMUNITY PROBLEMS

Housing Shortage in Mobile Viewed with Alarm

Telegraphic reply from Mr. John J. Corson stated that the resolution adopted at the last meeting of the LSC was referred to the War Manpower Commission. Subsequent discussion disclosed the fact that plans were in operation through the Farm Security Administration and private contractors for housing provisions at Mobile.

Field Management Division
United States Employment Service
July 7, 1942

CONFIDENTIAL

Twenty-second Meeting
Seventh Regional Labor Supply Committee
(Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee)

WOMEN'S BUREAU
JUL 20 1942
DEPARTMENT OF LABOR

Buena Vista Hotel
Biloxi -- Mississippi

July 6 - 1942

PRESENT: Members

James H. McGinnis, Regional Labor Supply Officer, USES - Chairman
Louise O. Charlton, Women's Bureau, U. S. Department of Labor
T. L. Elder, Labor Relations Specialist, FSA, U.S.Department of Agriculture
O. E. Myers, District Manager, Fifth U. S. Civil Service District

Alternates

Louie L. Rhudy, Assistant Regional Labor Supply Officer, USES
Captain T. H. Vaden, SOS Liaison Officer, U. S. Army, Alabama
Major J. E. Miller, QMC, Liaison Officer, U. S. Army, Mississippi
Lo Petree, Apprentice Training Section, Federal Security Agency

Visitors

F. W. Dinsmore, Jr., Production Superintendent, Gulf Ordnance Plant
J. T. Clinton, Safety & Personnel Superintendent, Procter & Gamble Defense Corporation
L. T. McClellan, Director, WPA Training & Employment for Mississippi
Captain Roy D. Hickman, Labor Supply Officer, Birmingham Ordnance District
Lt. Commander A. A. de la Houssaye, District Legal Officer, U.S.Navy
Major F. G. Ash, District No. 7, EPW, U. S. Army
Drucilla R. Adams, Special Representative, Keesler Field, U. S.Civil Service Commission
Harvey Driscoll, Acting Assistant Regional Representative, USES
Robert L. Hinds, Acting Assistant Regional Representative, USES
R. L. Sullivan, State Director for Mississippi, USES
Harvey E. Mason, Field Supervisor for Mississippi, USES
L. C. Butcher, Acting Regional Defense Training Representative, USES
A. Frederick Smith, Regional Labor Market Analyst, USES

JUL 20 1942

Chairman McGinnis opened the meeting with a brief statement regarding the purpose of the meeting being held at Biloxi, Mississippi in conjunction with the Occupational Classification Conference on Industrial and Military Manpower Problems, sponsored by the Mississippi Selective Service System.

The Minutes of the last meeting were adopted after a correction regarding the members listed was noted at the request of Mr. Charles D. Britton of the Apprenticeship Section of the Federal Security Agency.

The Chairman called for a report from the subcommittee on training of women and physically handicapped. The report submitted by Chairman Louise O. Charlton was read by Mr. Rhudy and the Committee requested that it be attached as a part of these Minutes. This report is attached, in accord with this request.

A report from the USES in Georgia was discussed, pertaining to charges made by the Henderson Foundry and Machine Company of Hampton, Georgia that a company in Atlanta was pirating its workers. In summary, this report indicated that the firm accused of the pirating was determined to be the Saginaw Gear Division of the General Motors Company which was to open a plant in Atlanta on or about July 15. It appeared further that the workers who left the Henderson Foundry and Machine Company to go to work for the Saginaw Company had been sent to Michigan for training and, since there is at the moment no office of the Saginaw Company in Atlanta, the USES is unable to determine the motive behind the recruiting of workers from the Henderson Company. It was not felt by the USES in Georgia, or by the Labor Supply Committee, that this particular question presented a problem of any importance at the moment.

The Chairman referred to the request received from the Ryan Stevedoring Company, Incorporated, of Mobile, Alabama setting forth their problem regarding difficulties in obtaining enough longshoremen to load and unload ships in Mobile. This matter was discussed in the last meeting of the Labor Supply Committee and it was decided at that time to refer the problem to the USES in Alabama and request them to exert every possible effort toward meeting this firm's labor needs. At the request of the Chairman, Mr. Rhudy read excerpts from the report submitted by the USES at Mobile, Alabama indicating that complete agreement apparently has been reached between the USES, the Stevedoring Companies and the Longshoremen's Unions at Mobile, to the end that a satisfactory solution to the question of recruiting adequate numbers of longshoremen at this point was possible. Since this problem is seemingly well in hand, the Committee dismissed it from further consideration.

Mr. McGinnis called for a report from the subcommittee on Farm Labor, which was designated at the last meeting of the Labor Supply Committee and charged with the responsibility of holding conferences with the USES Directors in the various States, the State Farm Placement Supervisors, the Chairmen of the USDA War Boards, and State Selective Service Liaison Officers,

for the purpose of stimulating the proper degree of cooperation in determining the farm labor problems as they relate particularly to transportation, housing and wages. Mr. Rhudy reported that due to various difficulties, chief among which was the end of the fiscal year, only one meeting had been held, at which the other members of the subcommittee were unable to be present. This meeting was held in Florida, with the Chairman of the USDA War Board, The Director of USES in Florida, and the State Farm Placement Supervisor. The Liaison Officer for the Selective Service System was unable to be present. At this meeting a complete discussion was held regarding the farm labor needs for the State of Florida which would begin about October 1 and the steps that could be taken between now and that time to organize to meet these needs. It was stated during the conference that farm employers in Dade, Broward and Palm Beach Counties were taking aggressive action toward the importation of thousands of Negro laborers from Nassau for the purpose of harvesting the crops. It was the consensus of opinion of those present that such action should not be encouraged until it was clearly demonstrated that farm employers in Florida had exhausted every possible means at their command, inclusive of all the Federal agencies available, for assistance, proper controls, complete utilization of the available labor supply, and all other factors having to do with utilizing the facilities available through normal channels. The hope was strongly expressed that the Farm Security Administration would be provided with sufficient funds in the new fiscal year for adequate numbers of mobile housing facilities to take care of the anticipated problem presented in this respect. Mr. T. L. Elder, a member of the subcommittee and a representative of the Farm Security Administration, expressed regret at his inability to attend the meeting, but stated that the subcommittee would continue its efforts with the other States, toward the end that farm labor needs might be met successfully in this region.

Mr. McGinnis informed the Committee that a recruitment program was under way to meet the needs of the Southern Pacific Railroad in the Southwestern States for several thousand section hands. This recruitment is being done cooperatively by the placement division of the Railroad Retirement Board and the USES. In this connection, Mr. Raymond Sullivan, USES Director for Mississippi, stated that he had requested the company to change the clause in its hiring contract which stipulated that return transportation from El Paso would be provided only if the workers were laid off by the company. He was successful in getting them to guarantee return transportation, provided that the worker worked a minimum of six months, or was laid off by the company.

For the information of Committee members, the Chairman discussed at length the contents of the eight directives recently issued by the War Manpower Commission. Considerable discussion resulted on this subject and the question was raised regarding the position of the Regional Labor Supply Committee in connection with the organization of the Manpower Commission on the regional or area basis. Since no instructions or information have been received from Washington in this connection, the Committee is in considerable doubt as to its future position. It was decided, however, that pending receipt of instructions and information, the Committee would continue to function as best it could in spite of existing confusion.

Mr. Myers, of the Civil Service Commission, reported that a complaint had come to him regarding the alleged pirating of workers by Governmental agencies from the Atlantic Steel Company of Atlanta, Georgia. He further stated that he had no details of this complaint at the moment, but would obtain same and report to the Committee at the next meeting.

On the basis of a report from the USES in Mississippi it appeared that the Birmingham Ordnance Office of the U. S. Army had initiated recruitment through the Hattiesburg office of the USES, for Ordnance Inspectors without proper clearance through the Civil Service Commission and the USES Administrative office in Mississippi. This matter was referred to Captain Hickman, from the Birmingham Ordnance Office, and to Mr. Myers, of the Civil Service Commission, for proper clearance.

Mr. T. L. Elder, member representing the Farm Security Administration, asked the Committee's consideration of the Cherry Lake Farm Project at Madison, Florida in respect to the labor supply available at this project without sufficient production being accessible to these workers. He stated that these workers had been engaged in handicraft activities, but that he felt that they should be contributing more directly to the war effort. He suggested to the Committee that the War Production Board be requested to consider giving to this community a war production contract of such a nature as to enable the workers to be utilized in war activity. The Committee felt that it would be best first to obtain through the USES in Florida a labor market survey of the area under consideration, which would form a basis for recommendations which the Committee might decide to make to the Regional Director of the War Production Board. The Chairman stated that the USES in Florida would be requested to make this survey available to the Committee at its next meeting.

Mr. McGinnis urged the members of the Committee to attend the afternoon sessions of the Occupational Classification Conference. He discussed briefly the various topics on the agenda for the session and stated his feeling that it would be highly beneficial to the members to attend if they could possibly do so. For the information of those Committee members who were unable to attend the Committee meeting at Biloxi, there is attached hereto the agenda used at the Occupational Classification Conference.

There being no further business for the Committee, Mr. Elder moved that the question of time and place for the next meeting be left to the discretion of the Chairman. This motion was seconded by Judge Charlton and passed by the Committee.

The Committee adjourned to meet again at a time and place to be designated by the Chairman.

James H. McGinnis, Chairman
Seventh Regional Labor Supply Committee

Attachments - 2

RO-3037

Report of Subcommittee on Training and Employment of Women and Physically Handicapped Persons

The above Committee begs to submit the following report:

Committee Member Louie L. Rhudy, of the USES, contacted by mail all State Councils of Administrators in the Seventh Region and, following their tabulated replies, it appears that an adequate training program for women in war industries is in progress commensurate with the immediate needs of such industries. Mississippi has set up fewer plans for such training courses as their available supply of manpower is adequate at present. South Carolina reported that their training program had been augmented by the introduction of a course in wood-working for the airplane factory at Greenville. This course will train 50 boys and 50 girls at a time.

Committee Member W. S. Andress, of the Civil Service Commission, reported that he had sent an inquiry to approximately 1,000 employing officers to ascertain the need for increased employment of women and the physically handicapped. The major portion of the replies received by him indicate there is no present need for training courses for women and they preferred to use intensive courses of study and actual training on the job. The replies indicated, however, that if and when the need grew more acute, the training of women and the physically handicapped may become necessary to recruit Radio Operators, Telephone Operators, Draftsmen in the lower grades, and some skilled workers such as Truck Drivers, Garage Mechanics, etc.

Your Subcommittee is not quite satisfied with this report, as we feel that these statements are covering only one part of the picture, that is, the immediate need; and also that certain replies are based upon the reluctance of some employers to inaugurate the employment of women in any appreciable numbers. This condition will doubtless be remedied by the growing exigencies of labor needs in a rapidly expanding program.

We would like also to call attention to the problems of transportation and housing for women war workers and also to the undesirability of instituting large training programs for women too far in advance of employment dates.

Respectfully submitted,

Louise O. Charlton, Chairman
W. S. Andress
Louie L. Rhudy

MISSISSIPPI SELECTIVE SERVICE

OCCUPATIONAL CLASSIFICATION CONFERENCE

MANPOWER PROBLEMS, INDUSTRIAL AND MILITARY

Sun Room - Buena Vista Hotel - Biloxi, Mississippi

July 6, 1942 - 2:30 p.m.

"WELCOME" .....Lt. Colonel L. W. Long
(Mississippi State Director - Selective Service Syste

"PURPOSE OF MEETING - EXCHANGE OF IDEAS WITH REFERENCE TO INDUSTRIAL LABOR PROBLEMS AS EFFECTED BY SELECTIVE SERVICE SYSTEM .....Major J. E. Miller
(Mississippi Selective Service Headquarters)

"OCCUPATIONAL CLASSIFICATION"..... Captain T. H. Vaden
(Alabama Selective Service Headquarters)

"LABOR PROBLEMS CONFRONTING SHIPYARDS".....
(Ingalls Shipbuilding Corporation)
(Gulf Shipbuilding Corporation)
(Alabama Dry Dock & Shipbuilding Company)

"PROBLEMS OF LOCAL BOARDS".....Major James L. Davis
(Mississippi Selective Service Headquarters)

"PROBLEMS CONFRONTING OTHER INDUSTRIES"..... Mr. Dave Cottrell
(Mississippi Power Company)

"NATIONAL HEADQUARTERS OPINIONS CONCERNING MANPOWER PROBLEMS"..... Major R. B. Coons
(National Selective Service Headquarters)

"DISTRICT LABOR SUPPLY"..... Mr. J. H. McGinnis
(Chairman, 7th Regional Labor Supply Committee)

"THE RELATION OF THE SELECTIVE SERVICE SYSTEM TO THE LABOR SUPPLY PROBLEM"..... Lt. Colonel L. W. Long
(Mississippi State Director - Selective Service Syste

"INDUSTRIAL DEFERMENT PROBLEMS CONFRONTING LOCAL BOARDS"..... Honorable Harold Gautier
(Government Appeal Agent, Jackson County)

"GENERAL DISCUSSION"

. . . . . .

LABOR SUPPLY COMMITTEE - MINUTES

REGION VIII

REPRODUCED AT THE NATIONAL ARCHIVES

REPRODUCED AT THE NATIONAL ARCHIVES

MINUTES OF THE MEETING OF THE
EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

AUGUST 29,1941

A meeting of the Eighth Regional Labor Supply Committee was held at 9:00 a.m., Friday, August 29, 1941, at 1800 Rand Tower, Minneapolis, Minnesota, with the following members and invited guests:

Mr. John T. McCullen, Labor Supply Officer
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. Joseph Urbanski, State Director of Training and Reemployment, Work Projects Administration (Alternate)
Mr. J. H. Rothenberger, Assistant Director, Training Within Industry
Mr. J. Norman Spawn, Representative, Vocational Education (Defense Training)
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor (Alternate)
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of Employment Security, Social Security Board
Mr. F. R. Foote, Regional Economic Analyst, Bureau of Employment Security, Social Security Board.

It was agreed by the Committee that notices will be sent three days in advance of meetings to be held, to members in Minneapolis or St. Paul, and approximately a week in advance to other members. It was further agreed that both the members and their alternates should be notified of the time and date of the meetings.

The first subject discussed in this meeting was the proposed meeting with key employers in this area, which meeting was recommended in the prior meeting of the Labor Supply Committee, held on August 15, 1941. In this connection, Mr. McCullen read a communication which he had received from Mr. Olrich, Representative of Training Within Industry, Labor Division, Office of Production Management. The letter is quoted below:

"This will acknowledge receipt of the Minutes of the third meeting of the 8th Regional Labor Supply Committee on August 15th, at which I was unable to be present.

"I note on page 2, paragraph 4, it is suggested 'That a meeting of key employers be arranged by Mr. Olrich, Representative of Training Within Industry, and an attempt be made at that meeting to arrange for a State-wide meeting of other employers for such steps as the employers might consider necessary.' Enclosed is a complete report on a meeting of employers and Training within industry representatives which was held in St. Paul on June 12th and was attended by employers

REPRODUCED AT THE NATIONAL ARCHIVES



in the Twin Cities who had defense contracts. I question very strongly the wisdom of holding another such meeting at this time. A State-wide meeting might produce some results, but I would like to discuss this with you at some length before calling such a meeting. As you doubtless know, we are holding a series of such regional meetings, through our Panels.

"With regard to the paragraph concerning private vocational schools, I think you will be interested in the enclosed copies of correspondence I had with Washington on this matter early last Spring. Wide publicity was given to the subject through the press and radio at that time. I am still of the opinion that I held then, that comprehensive supervision and licensing of such schools should be made by the Federal Government."

Mr. Barrett, Apprenticeship Field Representative, said he was in attendance at the meeting mentioned by Mr. Olrich and that the meeting was held for the purpose of acquainting the contractors with the various Government facilities available to them, and that at this meeting mimeographed sheets were distributed to the employers with the names and addresses and facilities available for their use, as supplied by the Governmental agencies. In this connection, it was suggested, if possible, that a member of the Labor Supply Committee should meet with panels of the Training within Industry and discuss the whole problem of labor recruitment and supply, thereby obtaining a clear view of the local needs and supply. As a result of the discussion, it was agreed for the time being, not to attempt to call a meeting of key employers in the Region. It was further agreed that the Labor Supply Committee will be furnished with a list of panel members and advisory members, and that such members shall be called upon from time to time to disseminate information and be consulted with concerning problems of labor supply.

It was suggested that an outline of the purposes, functions and organization of the Labor Supply Committee be reviewed at the next meeting in order to acquaint new members or alternates who have not previously attended the meetings, with the problems confronting the Eighth Regional Labor Supply Committee. It was moved by Mr. Spawn that this be made a part of the next meeting and seconded by Mr. Hutchinson, with other members of the Committee concurring in the motion.

The subject of advertising by private vocational schools was discussed and it was suggested that publicity should be given to the Vocational Education Training program in order that youth may be advised that it is not necessary to for a course of training that will fit them for Defense jobs. It was moved by Miss Smith, that a statement to this effect be issued by the Committee, for publishing. Motion was seconded by Mr. Robert Hutchinson. Other members concurred.

REPRODUCED AT THE NATIONAL ARCHIVES



Mr. Barrett advised the Committee of the formation of a Training Committee recently appointed in the A. F. of L., and moved that the Committee establish contact with the Training Committees recently appointed by the city central bodies of the A. F. of L. of Minneapolis, St. Paul and Duluth, and that members of these committees be invited to send a representative to attend the next meeting of the Labor Supply Committee. Miss Smith of the Civil Service Commission seconded this motion and the Committee concurred.

Mr. Hutchinson read a letter addressed to Mr. Sidney Hillman by Gray Iron Founders' Society, Cleveland, Ohio, in regard to difficulty in keeping skilled men at the foundries at Marshalltown, Iowa, and in which letter it is claimed that one shop is bidding against another. Mr. McCullen said the first step was to advise the local employment service office at Marshalltown of this matter. The subject letter is quoted below:

> "We have received a report from Marshalltown, Iowa, to the effect that they are having difficulty in keeping skilled men in their foundries at that point. They claim a surplus of common labor but molders and coremakers are at a premium. They anticipate an increasing shortage of skilled labor, as metropolitan plants are claimed to be sending agents to induce skilled labor to migrate. They claim one shop bidding against another.
>
> "We should appreciate any advice that you may find advisable to give us on the solution of this serious situation to pass on to our member."

Mr. McCullen asked as to the reaction of the other members of the Committee in regard to having Mr. Timberlake, Director of Defense Contractor Service, OPM, attend the meetings in order that the Committee may be informed as to possible lay-offs and other pertinent information that may be available to Mr. Timberlake. It was agreed that he be invited to attend the next meeting and requested to very briefly outline the functions of his office.

It was suggested by Mr. Hutchinson that the local offices of the Employment Service throughout this region be made the centers for information for the constituent Governmental agencies concerned in this program. The members then requested that they be furnished with copies of the directories of the local offices of the Employment Service in the States of Iowa, Minnesota, Nebraska, North Dakota and South Dakota, and it was agreed that copies would be furnished.

Mr. McCullen read excerpts from material he received at a recent conference held in Washington, regarding material shortages, etc., with a

REPRODUCED AT THE NATIONAL ARCHIVES



view to giving the committee information regarding possible lay-offs in industries within this area, resulting from material shortages, priorities, etc.

Mr. F. R. Foote, Regional Economic Analyst, gave a brief summary on the changes to be made in the ES-270 reporting program, i. e., the special report for firms which present unusual problems. The members were informed of the questions that would be asked by the Employment Service men, and answered on the back of the form. This was thought to be an excellent wasy for the constituent agencies to obtain information which they might otherwise be unable to get.

Mr. Hutchinson gave a brief report on the clearance activities in this region, particularly with reference to the Consolidated Aircraft Corporation, the Lockheed Company, Newfoundland Base, and the Panama Canal Zone. He also advised of the arrangement with the U. S. Employment Service and the Civil Service Commission for recruiting men in this country for the Civilian Technical Corps, in England. He told the Committee that the recruiting program would begin September 2, and continue through September 30, 1941.

A short discussion was had on the subject of reemployment and in-plant training as operated by the WPA. Mr. Urbanski, State Director of Training and Reemployment, WPA, in Minnesota, gave a brief outline of the operations of this agency.

It was recommended that a request be made of the Bureau of Employment Security, for a sufficient number of copies of the digest of the minutes of the Labor Supply Committee meetings of all the other regions, to furnish all members and alternates of the Eighth Regional Labor Supply Committee with copies.

The problem of getting the Northern Pump Company of Minneapolis to cooperate with the constituent Federal agencies represented on this Committee, was again discussed. There is very definite evidence that this company is not cooperating in their labor recruitment programs. Mr. Hutchinson of the Bureau of Employment Security, read the following memorandum which was received from the Labor Supply Officer of Region VI, and which illustrates this point:

> "Mr. A. C. Howard, general manager of Fairbanks, Morse & Co. in Beloit, Wisconsin, has complained to the Regional Labor Supply Committee regarding the activities of the Northern Pump Co. of Minneapolis. Mr. Howard states that lately this company was

operating in Beloit, interviewing employees of Fairbanks, Morse & Company, and other concerns in an effort to induce them to take jobs in Minneapolis. As a result of this activity, two men are leaving Fairbanks, Morse, this week.

"The Gardner Machine Company at Beloit has registered a similar complaint and stated that they also are losing workers to the Northern Pump Company.

"Fairbanks, Morse & Company is producing propelling machinery for the U. S. Navy and have government contracts totaling approximately $15,000,000.

"We would appreciate your contacting this concern to determine whether they may be persuaded to use the facilities of the Employment Service in recruiting workers."

It was suggested that the above communication should be brought to the attention of the Washington office, as a specific example of the company's non-cooperation. Mr. Barrett of the Apprenticeship Unit, and representatives of the Bureau of Employment Security in this region, said that the company had been called upon several times by representatives of their services but that they had received no cooperation whatsoever from plant officials in the use of the available services. The subject was thoroughly discussed and the Committee feels that everything possible has been done locally in offering assistance and the suggestion was made by Mr. J. Norman Spawn of Vocational Education, that the Office of Production Management be advised that certain industries with defense contracts are pirating employees from other defense contractors. Mr. Barrett of the Apprenticeship Unit, suggested that reports of specific instances be forwarded to Washington, immediately upon receipt, for further action.

The report requested by Mr. Flemming, Chief, Labor Supply Branch, OPM, in his letter of August 11, regarding the following occupations, was discussed:

| | |
|---|---|
| die maker II (machine shop) | Tool maker (machine shop) |
| die assembler (iron and steel) | tool inspector (machine shop) |
| die setter I (forging) | |

After thorough discussion of the matter, it was agreed by the Committee that at the present time there appears to be no need to attempt to transfer employees in the above-mentioned occupations from non-defense to defense industries, but it was suggested that the problem be kept in mind for future developments. It was recommended that the above be forwarded to Mr. Flemming in answer to his query.

It was suggested that a recommendation be made to the Office of Production Management that the appointments of a representative of labor and of management be dispatched. In this connection, Mr. McCullen advised the members of the Committee of the letter he sent to Washington, August 14, in which he concurred in a recommendation made by Mr. Olrich, that Mr. Crosby of the American Hoist and Derrick Co. be appointed as a representative of Management. To date, no reply has been received.

The subject of improper advertising by defense contractors in local newspapers was discussed and Mr. Barrett recommended that the Labor Supply Committee, or the Chairman, or a designated member of the Committee, contact the local newspapers or the responsible executives of the newspapers and talk with them regarding the acceptance of out-of-State advertising by defense contractors for local people and advise the newspaper officials of the effect of such a policy on the labor supply situation in this area. Miss Smith seconded the motion and the other members concurred.

The meeting was adjourned by the Chairman of the Committee, at 12 o'clock noon.

8454

Labor Supply Branch Circular #6

Issued:
September 4, 1941

# ORGANIZATION AND PROCEDURE FOR REEMPLOYMENT OF DISPLACED WORKERS

In order that all the labor and productive resources of the country may be utilized to the fullest extent possible in the Nation's defense effort, all energies will be directed toward the assurance of continued employment of workers and plant capacity which are threatened with dislocation as a result of the imposition of priorities on basic raw materials and the curtailment of civilian production. The Office of Production Management has established Defense Industry Advisory Committees and Defense Labor Advisory Committees for certain commodities and industries. Other such committees will, no doubt, be established in the future. In order that there may be a complete understanding on the part of all interested in these problems, and that there be a pooling of common information, the maximum use of these groups should be made in solving these problems. The facilities of labor and management, including the above committees and their regional, state or local counterparts and government agencies, will be utilized through the allocation of defense contracts and subcontracts to critically affected areas, through the retraining or additional training of workers for defense occupations, and through the transfer of workers to defense jobs.

In achieving this objective the Labor Supply Committee, Labor Division, Office of Production Management, has assigned to constituent and cooperating agencies the following responsibilities:

Each constituent agency in Washington will immediately notify the Executive Secretary of the Labor Supply Branch of the impending or actual displacement or dislocation of workers resulting from priorities or other reasons. The Executive Secretary will promptly inform agencies concerned of this probable or actual dislocation of labor.

PRIORITIES BRANCH will cooperate with the Defense Contract Service of OPM in locating the critical areas, and will recommend places and plants where additional defense contracts or subcontracts are needed to alleviate a severe displacement problem, and will attempt to get additional defense production allocated to such areas.

LABOR RELATIONS BRANCH will work with representatives of organized labor in meeting displacement problems which involve seniority both in the lay-off procedure and in making agreements for rehiring; and will assist in developing their cooperation and participation in registration and reemployment through the Employment Service, adjustments in connection with the transfer of workers from the jurisdiction of one union to another union and any other problems in which trade union policies, procedures or structures are involved.

DEFENSE TRAINING will secure the establishment of special training courses for those workers requiring retraining or additional training to prepare them for employment in defense occupations.

TRAINING WITHIN INDUSTRY will encourage industry to take the initiative in and responsibility for developing training on the job within its own plant in order to shorten time of adapting replaced workers to the new job.

UNITED STATES EMPLOYMENT SERVICE will secure adequate information about displaced workers necessary for their reemployment, and will effect the transfer of such displaced workers into defense jobs or to defense training as indicated.

ACTING CHAIRMAN OF REGIONAL LABOR SUPPLY COMMITTEE

A. Will obtain through the State Employment Services full information about the whole local displacement problem including local labor market conditions and will secure the registration of workers and their transfer to defense jobs.

B. Will arrange for the management representative to assume the responsibility for working with employer and management groups to assure their active participation in and support of the reemployment efforts.

C. Will arrange for the labor representative to assume the responsibility for securing the full cooperation and participation of leaders of organized labor in working out the details of reemployment.

D. Will arrange for the Defense Training representative to assume the responsibility for securing the cooperation of the State Board of Vocational Education, the local Board of Education, NYA, WPA, or other officials, to the end that all facilities will be made available for any necessary special training classes.

E. Will inform the Executive Secretary of the Labor Supply Branch the results of the reemployment effort, and will make suggestions and recommendations as to further action.

SELECTIVE SERVICE

The Executive Secretary will inform the Selective Service System regarding workers who should be allowed to retain a deferred classification that they may have by virtue of their present occupation and by the skills needed in the capacity to which workers will be transferred.

MINUTES OF THE FIFTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

The fifth meeting of the Eighth Regional Labor Supply Committee convened at 9:00 a.m., Monday, September 29, 1941 at 1800 Rand Tower, Minneapolis, Minnesota, and adjourned at 1:00 p.m., with the following in attendance:

Mr. J. T. McCullen, Acting Chairman
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. James E. Rossell, Assistant Chief, Labor Supply Branch, Office of Production Management
Mr. C. B. Lund, Representative, National Youth Administration
Mr. J. H. Rothenberger, Assistant District Representative, Training Within Industry
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor
Mr. H. O. Croft, Head, Department of Mechanical Engineering, University of Iowa
Mr. Fred J. Wilt, Regional Supervisor of Training and Reemployment, Work Projects Administration
Mr. Joseph Urbanski, State Director of Training and Reemployment, Work Projects Administration
Mr. Frank H. Wilson, Regional Labor Representative
Lt. Commander R. J. Twyman, Civilian Personnel Officer, Ninth Naval District Naval Training Station
Colonel Norman D. Dean, Regional Liaison Officer, Selective Service Headquarters for Minnesota
Mr. J. Norman Spawn, Representative, U. S. Office of Education
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of Employment Security
Mr. Fred R. Foote, Regional Economic Analyst, Bureau of Employment Security
Mr. Jerome Bjerke, Regional Representative, Informational Service, Social Security Board

Inasmuch as this was the first meeting attended by several of the Committee members, the background of the organization, the Labor Supply Committee, was given by the Acting Chairman. The functions of each agency and organization represented was given by the respective representative but these statements are not included as part of the minutes.

Representation on the Committee

It was the consensus of the Committee that a representative of the Division of Contract Distribution should be invited to attend the Labor Supply Committee meetings, and the Chairman was authorized to extend an invitation to Mr. H. C. Timberlake, manager of the local office of that division.

The Committee agreed that a lack of representation on the part of Management handicapped the Committee in its activities and urged that the appointment of such a representative be expedited by the Labor Division of the Office of Production Management.

A general discussion of the labor supply problem was had with all members of the Committee participating. No definite problems were raised by any of the members except that it was stressed and conceded by the Committee that the information contained in the ES-270 reports, received and compiled by the State employment services within the region, were not adequate in providing a complete picture of the local situation. The prime contractors within the region are few in number, and only one, the Northern Pump Company of Minneapolis, is in full production. The greatest problem in the region was the lack of definite information as to the probable labor demand which will be created by material shortages and the resulting displacement of workers.

The cooperation of the Vocational Education and National Youth Administration agencies within the region was assured by their representatives insofar as the placement of trainees was concerned. It was felt by the Committee that such information would be helpful in anticipating the training programs within the region and, to a large extent, the future demands that might be made on the region.

The prime contracts within the region were discussed as follows:

Northern Pump Company, Minneapolis, Minnesota

The recruiting operations of this company were reviewed by the Committee and the complaints registered and reported by other employers, both within and outside of Region VIII, were considered. Mr. Rothenberger, the Representative of Training Within Industry, reported that this company is now setting up a training program within the plant and will attempt to fill their needs for the higher skills by up-grading and training.

Des Moines Ordnance Plant, Des Moines, Iowa

This plant is securing its labor through the local employment service office at Des Moines, Iowa. The progress of the construction has been satisfactory and the recruitment of labor in accordance with proper procedure.

Displacement of Workers as a Result of Material Priorities

The procedure of handling workers who have been displaced as a result of material priorities as developed at the Washington meeting on September 15 was discussed by Mr. James E. Rossell, Assistant Chief of the Labor Supply Branch of the Office of Production Management. Mr. Rossell explained in detail the activity planned by the Labor Supply Committee, pointing out the activities desired from each representative of the Labor Supply Committee.

The possibility of holding meetings in places other than at Minneapolis was explored and it was agreed that Omaha, Nebraska, would be the logical place for such a meeting for the States of Iowa and Nebraska. No date was set for such a meeting.

The next meeting of the Labor Supply Committee will be held Tuesday, October 14, 1941, at 9 o'clock.

MINUTES OF THE SIXTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

October 14, 1941

WOMEN'S BUREAU
DEPARTMENT OF LABOR

The sixth meeting of the Eighth Regional Labor Supply Committee convened at 9:00 a.m., Tuesday, October 14, 1941 at 1800 Rand Tower, Minneapolis, Minnesota, and adjourned at 11:00 a.m., with the following in attendance:

Mr. J. T. McCullen, Acting Chairman
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. Ernest L. Olrich, Representative, Training Within Industry
Mr. J. H. Rothenberger, Assistant District Representative, Training Within Industry
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor
Mr. Joseph Urbanski, State Director of Training and Reemployment, Work Projects Administration
Mr. Frank H. Wilson, Regional Labor Representative
Colonel Norman D. Dean, Regional Liaison Officer, Selective Service Headquarters for Minnesota
Mr. J. Norman Spawn, Representative, U. S. Office of Education
Mr. Fred R. Foote, Regional Economic Analyst, Bureau of Employment Security
Mr. Jerome Bjerke, Regional Representative, Informational Service, Social Security Board
Mr. Leo Werts, Representative, Labor Supply Branch, Office of Production Management
Mr. H. C. Timberlake, Manager, Division of Contract Distribution, Office of Production Management
Mrs. R. C. Duncan, Womans Bureau, Department of Labor
Captain Olson, Commanding Officer's Office, Twin Cities Ordnance Plant

L. S. O. - 10 and 11

Memos L. S. O.-10 and 11 were brought to the attention of the Committee, and the procedure planned for the use of the forms provided in each case was discussed. Sufficient copies of the form providing for the information suggested in L. S. O. - 10 will be prepared and distributed to the members of the Committee for their use. The procedure in connection with Form ES-223 was discussed

at some length. The Committee concurred in the suggestion contained in paragraph 4 that information bearing on priorities and their probable effects should be made available to the regional office of the Bureau of Employment Security and to the Labor Supply Committee and will welcome a summary statement of the organization and the procedures of the priorities administration.

Representation on the Committee

The Committee discussed the fact that appointments had not been made to fill several vacancies, and it was agreed that a lack of a representative of Management was a handicap to the Committee in securing complete action of the Committee. It was pointed out that in completing Form ES-223 information as to plant conversion possibilities might be secured more easily and promptly if a representative of Management could clear the way for a representative of the State employment service.

A motion was made and carried that the Labor Supply Branch expedite the appointment of a representative of Management.

Committee Meetings Outside of Minneapolis

The Committee discussed the question of holding regular meetings of the Committee in cities outside of Minneapolis, and a meeting was agreed to for Des Moines, Iowa, on October 22. This is to be a breakfast meeting held at 8:00 a.m. at the Hotel Fort Des Moines. It is planned that this meeting will be an informational and organizational meeting, particularly for representatives of management and industries within the State. The members of the Des Moines panel appointed by Training Within Industry are to be invited together with representatives of labor and the State agencies actually operating in the labor field in Iowa. A meeting of a similar nature will be held in Omaha.

Division of Contract Distribution

Mr. H. C. Timberlake, Manager of the Minneapolis office, gave a summary of the operation of the Division of Contract Distribution and the Division of Priorities.

Labor Displacement as a Result of Shortages of Material and Parts

The case of the Seeger Refrigerator Company in St. Paul, which reduced its force by 560 men on Friday, October 10, was discussed. Following the notice given the Labor Supply Chairman by the State employment service, a meeting was held with representatives

of labor in St. Paul. The labor relations representative of the Committee has assumed the responsibility and taken active steps to place the former Seeger employees on the construction work at the Twin Cities Ordnance Plant.

Since the announcement of the curtailment of refrigerator production, some 500 employees of the Seeger plant quit their jobs and have found work elsewhere. Because of the seniority rule in effect at the plant it has been impossible to definitely determine the actual individuals who have been displaced. To date 260 displaced workers have registered at the local State employment office and are being interviewed and classified by the employment service.

It was the opinion of the Committee that, while this layoff, which is the first major displacement occurring in the Twin City area, presented no great problem, a pattern of procedure should be established, and this is being done with effective results.

Raymond Laboratories, Inc.

The Minnesota State Employment Service had reported that the Raymond Laboratories, Inc., employing 185 people would be forced to shut down sometime during the month of November by reason of a shortage of sodium chlorate. This company had information that the State of Minnesota Highway Department has 40,000 pounds of this material which will not be used until the summer of 1942. An effort is being made by the company to secure sufficient of this material from the State of Minnesota to carry on their operations until such time as increased production will assure an adequate supply. Mr. E. L. Olrich, the Training Within Industry representative and State Defense Coordinator, will bring the matter to the attention of the Minnesota State Council of Defense at its meeting on Thursday, October 16, and if the facts justify, will attempt to remedy the situation.

American Gas Machine Company, Albert Lea, Minnesota

A community survey has been made by the Minnesota State Employment Service of the Albert Lea labor market area. Four industries employing approximately 400 are seriously affected by shortages of materials. These companies are making stoves, heaters, hay tools and agricultural equipment, and one company employing 40 people manufactures small tools such as chisels, solid and pin punches and nippers. Mr. Timberlake of the Division of Contract Distribution reports that employers in this instance have been active in attempting to secure defense contracts. The Committee agreed that under the circumstances the procedure outlined in L. S. O. - 11 should be followed and information forwarded through the regular channels.

## Disruptive Recruiting Practices

### Northern Pump Company

The recruiting practices of the Northern Pump Company had been brought to the attention of the Committee by the Chief of the Labor Supply Branch, and complaints had been registered by the Labor Supply Officer in Chicago. A review of the recruiting practices of the Northern Pump Company since 1940 was made, together with the attempts to influence the president of the company in abandoning his practices. The Navy Department had been notified, particularly in those cases wherein the Northern Pump Company had recruited skilled mechanics employed by companies furnishing the Northern Pump Company with parts.

It was agreed by the Committee that no further attempt be made to deal with the Northern Pump Company. Mr. Rothenberger, Assistant District Representative of Training Within Industry, reported that the Northern Pump Company was now making an effort to establish training courses within the plant and was availing itself of the facilities of the Dunwoody Institute in pre-employment and refresher training courses.

It was agreed that this situation be referred back to the Labor Supply Branch for action in Washington for the reason that any further effort on a local basis would be of no avail and might possibly have a harmful effect.

### Wincharger Company

The representative of Training Within Industry reported that employers in the Sioux City, Iowa, area anticipated raids by the Wincharger Company in securing employees for an anticipated enlargement of their plant due to additional defense contracts. As Mr. Rothenberger had already arranged a conference in Sioux City on October 24, it was suggested that he make the necessary investigation and report the situation with any recommendations he might have to the Labor Supply Committee.

### Day and Zimmerman, Inc.

Miss Rena B. Smith of the Civil Service Commission reported that on a recent trip to Burlington, Iowa, she had learned that Day and Zimmerman, who operate the Burlington shell loading plant, are not making use of the local labor supply, and that many of the present employees are being brought in to Burlington at a time when an adequate labor supply exists within the city. The company is not using the Iowa State Employment Service for the recruitment of labor.

Labor Shortages

The Executive Secretary of the Labor Supply Branch had reported that the Energy Overall Manufacturing Company of St. Paul was delinquent in the performance of contracts for the Quartermaster General because of a shortage of labor supply. A committee composed of the labor relations officer, Mr. Rothenberger of Training Within Industry, and Mr. Barrett of the Division of Labor Standards, U. S. Department of Labor, was appointed to conduct an investigation and report to the Labor Supply Committee.

Meeting of Minnesota Employers

Mr. Olrich as president of the Minnesota State Council of Defense announced a production clinic to be held in St. Paul on November 6 and 7. This is a meeting for employers of Minnesota only and for those who are affected in any way by priorities and shortages of material. An invitation to attend was extended to Committee members.

Training

In connection with the problem presented by the Energy Overall Company, a discussion was had of the shortage of power sewing machine operators. The Minnesota State Employment Service reports a demand for 250 qualified operators in St. Paul and an equal number in Minneapolis. In view of this the Committee suggested that vocational training courses for defense workers be established in the Twin City area for this occupation and that the Council of Administrators be so advised.

A meeting of the Labor Supply Committee will be held in Des Moines, Iowa, at the Hotel Fort Des Moines at 8:00 a.m., Wednesday, October 22, 1941, and the regular meeting of the Labor Supply Committee will be held at 1800 Rand Tower, Minneapolis, at 9:00 a.m. Tuesday, October 28, 1941.

MINUTES OF THE SEVENTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

October 22, 1941

WOMEN'S BUREAU
DEPARTMENT OF LABOR

The seventh meeting of the Eighth Regional Labor Supply Committee convened at 8:00 a.m., Wednesday, October 22, 1941 at the Hotel Fort Des Moines, Des Moines, Iowa, and adjourned at 11:00 a.m., with the following in attendance:

Mr. J. T. McCullen, Acting Chairman
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. J. H. Rothenberger, Assistant District Representative, Training Within Industry
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor
Mr. Frank H. Wilson, Labor Relations Representative, Office of Production Management
Mr. J. Norman Spawn, Representative, U. S. Office of Education
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of Employment Security
Mr. Fred R. Foote, Regional Economic Analyst, Bureau of Employment Security
Mr. Jerome Bjerke, Regional Representative, Informational Service, Social Security Board
Mr. Leo R. Werts, Representative, Labor Supply Branch, Office of Production Management
Lt. Commander R. J. Twyman, Civilian Personnel Officer, Ninth Naval District Naval Training Station
Mr. H. O. Croft, Head, Department of Mechanical Engineering, University of Iowa
Mr. C. B. Lund, Representative, National Youth Administration
Mr. R. C. Choate, State Director of Training and Reemployment in Iowa, Work Projects Administration
Mr. H. W. Glasgow, Iowa State Office, National Youth Administration
Mr. F. E. Moore, Iowa State Board for Vocational Education
Mr. H. W. Carmichael, Iowa State Board for Vocational Education
Mr. C. R. V. Bassarear, Federal Committee on Apprenticeship
Mr. J. R. Pefferle, Chairman, Iowa Employment Security Commission
Colonel Claude M. Stanley, Vice Chairman, Iowa Employment Security Commission

Mr. William S. Barnes, Director, Iowa State Employment Service
Mr. L. E. Webber, Pittsburgh-Des Moines Steel Company
Mr. A. A. Couch, Iowa State Federation of Labor
Mr. F. E. Warren, Rollins Hosiery Mills
Mr. E. A. Kimball, Iowa Manufacturers' Association
Mr. Elmer J. Luett, Wood Bros. Thresher Company
Mr. T. B. Hadden, Iowa-Nebraska Industrial Union Council
Mr. C. L. Foutz, U. S. Rubber Company (Des Moines Ordnance Plant)
Mr. J. E. Lynch, U. S. Rubber Company (Des Moines Ordnance Plant)
Mr. A. R. Baldwin, U. S. Rubber Company (Des Moines Ordnance Plant)

Functions of Labor Supply Committee

The Chairman outlined the objectives of the Labor Supply Committee and the functions of the constituent agencies.

Priorities Division

Mr. Leo R. Werts, representative of the Labor Supply Branch, explained in some detail the purposes and functions of the Priorities Division of the Office of Production Management and stressed the importance of securing adequate information and channeling such information through one agency. He pointed out that a solution to all problems could not be found in Washington, and each situation is somewhat different, and for that reason alone it was important that every effort be made at the local level to take every necessary step before submitting a problem to the regional office or to the Washington office.

Displacement of Labor

The procedure followed in the case of displacement of labor by reason of quotas on production imposed by the Office of Production Management was illustrated by discussing the situation in Newton, Iowa.

The six statements of policy which Labor and Management will be expected to follow in handling labor problems rising out of curtailment of production in the automobile industry was discussed, together with its possible application to situations in similar industries which might arise in Iowa.

The problem of displacement by reason of material shortages not connected with production restrictions is illustrated by a

threatened displacement of workers at Albert City, Iowa. In that town of 750 people are three small manufacturing concerns which will close if the present shortage of materials available to them is not alleviated. This case was used as an example and the functions of the various agencies concerned with the problem were outlined and illustrated.

The instructions for the registration and placement of labor displaced as a result of material shortages, with the importance and use of Employment Security Form No. 223, was emphasized.

Des Moines Office of the Contract Distribution Division

As a result of this discussion, the situation with reference to the Des Moines office of the Contract Distribution Division was brought before the Committee. Representatives of Management attending the meeting were highly critical of the present situation insofar as the Contract Distribution Division was concerned.

It was pointed out that the Iowa Manufacturers' Association had completed a very comprehensive survey of plant facilities in Iowa which was available to anyone concerned. It was also pointed out that the biggest handicap to the small manufacturer in Iowa in securing sub-contracts or submitting bids on any defense material was the difficulty in securing specifications and blue prints.

Lt. Commander Twyman called attention to the fact that a train containing a vast amount of the information sought by manufacturers in Iowa would stop in the leading cities in Iowa during the week of December 4, and Mr. Kimball stated that his organization was giving as much publicity as possible to a display by the Quartermaster and Ordnance Procurement Departments planned for Des Moines on October 29.

Sub-Contracting

It was suggested that smaller manufacturers form an organication and sub-let prime contracts. They should list not the capacity of individual plants but the capacity of the group. This is being done by a group of manufacturers in Chicago. Mr. Kimball pointed out, however, that unless they are specifically requested to do so by the Office of Production Management they are in danger of violating the anti-trust law. A similar organization is ready for operation in Des Moines, and a request is to be made to the Office of Production Management to allow this corporation to operate.

MINUTES OF THE EIGHTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

October 28, 1941

The eighth meeting of the Eighth Regional Labor Supply Committee convened at 9:00 a.m., Tuesday, October 28, 1941 at 1800 Rand Tower, Minneapolis, Minnesota, and adjourned at 12:00 noon, with the following in attendance:

Mr. J. T. McCullen, Acting Chairman
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor
Mr. Frank H. Wilson, Labor Relations Representative, Office of Production Management
Colonel Norman D. Dean, Regional Liaison Officer, Selective Service Headquarters for Minnesota
Mr. Henry W. Teichroew, Representative, U. S. Office of Education
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of Employment Security
Mr. F. R. Foote, Regional Economic Analyst, Bureau of Employment Security
Mr. Jerome Bjerke, Regional Representative, Informational Service, Social Security Board
Mr. C. B. Lund, Representative, National Youth Administration
Mr. H. C. Timberlake, Manager, Division of Contract Distribution, Office of Production Management
Mrs. R. C. Duncan, Representative, Women's Bureau, Department of Labor
Captain Louis E. Olson, Twin Cities Ordnance Plant
Mr. Leonard B. Ryan, Director, Minnesota State Employment Service
Mr. H. C. Schmid, State Director of Vocational Training for Defense Workers

Energy Overall Company

Mr. Wilson as chairman of the committee appointed at the October 14 Labor Supply Committee meeting reported results of the investigation. No actual labor shortage had existed in this plant. The company had defaulted on the government contract, not because of labor shortage but because of a commercial contract which the

plant owner finished at the expense of the government contract. The committee reported that the owner of the plant, which is a small one and operated as a family affair, stated that at the present time he was up-to-date on the government contract and anticipated no difficulty in delivery of the products in good time in the future.

Reports ES-270, 274 and 223

The bulletins describing the procedures for the preparation and intended use of these forms was read to the Committee, and a general discussion followed. The use which each agency could make of the information gathered on these reports was pointed out, and typical situations were discussed. The place of each Committee member in alleviating a situation created by a displacement of labor by reason of material priorities was outlined.

Particular emphasis was placed on Form ES-223. It was suggested by Mr. Timberlake of the Division of Contract Distribution that it would be to the advantage of the distressed plant or community if a copy of the form were sent directly to the proper office of the Division of Contract Distribution. Such a procedure might enable the Division of Contract Distribution to take the necessary steps to result in a contract award, and a ten or twelve-hour delay in the receipt of the form might cause a plant to lose a contract. He cited as an example a recent bid submitted by the Fargo Foundry Company of Fargo, North Dakota, in which the information contained on Form ES-223 was the deciding factor in making the award.

Twin Cities Ordnance Plant

The working arrangement between the Twin Cities Ordnance Plant and the Minnesota State Employment Service was discussed, and the point was stressed that all State or federal agencies having anything to do with supplying labor to this plant should work through and with the local office employee assigned to work with the Federal Cartridge Corporation, operators of the plant.

Training Program

The training program in Minnesota and Region VIII was thoroughly discussed by the Committee. The available facilities were reviewed and the entire program surveyed in light of the

local demand and the placement of trainees.

As a result of this discussion, a committee was appointed consisting of Mr. Schmid, State Director of Vocational Training for Defense Workers, Mr. Lund, Representative of the National Youth Administration, Mr. Ryan, Director of the Minnesota State Employment Service, and Mr. Barrett, Apprenticeship Field Representative of the Division of Labor Standards, with Mr. Foote, Regional Economic Analyst of the Bureau of Employment Security, acting as chairman. This committee was requested to make a study of the situation in the State of Minnesota with reference to the training of welders, the trainees available and the local demand. The committee will also present so far as possible a complete detailed statement of the placements made through the employment service and otherwise.

The next meeting of the Labor Supply Committee will be held at 9:00 a.m., Tuesday, November 18, 1941, at 1800 Rand Tower, Minneapolis, Minnesota.

CONFIDENTIAL

# MINUTES

## LABOR SUPPLY COMMITTEE, REGION VIII

August 15, 1941
Minneapolis, Minnesota

The third meeting of the Eighth Regional Labor Supply Committee convened at 10:00 a.m., August 15, 1941, with the following in attendance:

Mr. J. T. McCullen, Acting Chairman
Mr. F. E. Gilpin, Representative, U. S. Office of Education
Miss Rena B. Smith, District Manager, Civil Service Commission
Mr. C. B. Lund, Representative, N. Y. A.
Mr. Fred J. Wilt, Regional Supervisor of Training and Reemployment, W. P. A.
Mr. James Shawn, U. S. Office of Education
Mr. P. Wesley Johnson, Apprenticeship Unit, Division of Labor Standards, U. S. Department of Labor
Mr. J. H. Rothenberger, Training Within Industry
Mr. Arthur E. Schoettler, U. S. Office of Education
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of E. S.
Mr. Fred Foote, Regional Economic Analyst, Bureau of Employment Security, Social Security Board
Mr. Dowsley Clark, Informational Representative, O. P. M.

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MINUTES OF PREVIOUS MEETING

The third meeting of the Eighth Regional Labor Supply Committee was opened with a discussion and review of the minutes and recommendations of the Labor Supply Committee of the previous meeting, for the benefit of individuals who had not previously been in attendance. The Committee moved that the minutes be approved and they were so adopted.

INFORMATIONAL PAMPHLET

Mr. McCullen, Chairman, again requested that the agencies provide him with a statement as to the facilities available from each of the agencies represented, in order that an informational pamphlet may be drafted. Two pamphlets received from Washington, D. C., were brought up and shown to the Committee to be used as a guide in obtaining suggestions for the preparation of the pamphlet to be used in this region. It was suggested that a

sub-committee be appointed to arrange for the preparation of the informational bulletin. It was moved and seconded that Messrs. Lund, Hutchinson and Spawn be appointed as this committee and it was suggested that the Committee work with Mr. Clark, Informational Representative of O. P. M., and Mr. Bjerke, Informational Representative of the Social Security Board, on preparing such a pamphlet.

II Continuing Problems

Reports of Special Committees
Labor Market Survey, Duluth-Superior, Minnesota, Area

Duluth and Superior Ship Building Companies

| | Firm Name | Employment August 1 | Anticipated Needs During Next 6 Mos. |
|---|---|---|---|
| 1. | Marine Iron & Ship Building Co. | 135 | 60 |
| 2. | Zenith Dredge Co. | 80 | 40 |
| 3. | Lake Superior Ship Building Co. | 235 | 265 |
| 4. | American Ship Building Co. | 30 | (1) |
| 5. | McDougal Ship Building Co. | 0 | (2) |

(1) This firm does repair work only at Duluth yards. In case of need for rush job, 200 additional workers can be transferred from the company's yards in Cleveland where the firm has contracts for new vessels.

(2) This firm employed 2500 workers during the last war. They are bidding on contracts but have not succeeded in securing orders.

The attention of the Labor Supply Committee was called to the advertisements appearing in newspapers throughout the region for private vocational schools. It was the opinion of the Committee that many of these schools were of little value and in some cases, bordered on fraudulent advertising. Various suggestions were offered as to what action the Committee should take and it was agreed that as much publicity as possible should be given to urging prospective trainees to carefully investigate all vocational schools before signing a contract for instruction. It was agreed that a blanket statement might possibly do more harm than good because of the existence within the region of several reputable vocational schools. Mr. Lund, Representative of N. Y. A., moved that the Labor Supply Committee issue a statement to the effect that there are existing accredited vocational and training courses offered by responsible private, State and Federal institutions to prospective trainees, with the advice that full information can be secured from local employment offices or offices of the N. Y. A. or Vocational education. The motion was seconded and adopted.

The memorandum regarding voluntary and negotiated transfers of skilled workers from non-defense employment was furnished previously to the Committee members and at this third meeting was discussed at some length. It was the consensus of the Committee that the shortage of workers had not yet become so acute in Region VIII that the ordinary manner of training and recruitment had failed to supply the needed workers. The procedure outlined in the proposed memorandum was considered as workable by the Committee for transfers within a community. It was recognized that the procedures depended entirely upon all employers using the Employment Service for the recruitment of Labor. It was the decision of the Committee that the first step to be taken was an educational program for the employers in order to secure their full cooperation with the Employment Service. With this in mind, the following program was outlined for Minnesota:

(1) That the Chairman of the Labor Supply Committee will arrange a meeting with the business agents of unions in St. Paul and Minneapolis at their regular weekly luncheon meetings.

(2) That a meeting of key employers be arranged by Mr. Olrich, Representative of Training Within Industry, and an attempt be made at that meeting to arrange for a State-wide meeting of other employers for such steps as the employers might consider necessary.

The Committee agreed that regular meetings of the Labor Supply Committee should be held, either on Fridays or Mondays. It was not considered necessary to establish a regular meeting date except that meetings will be held at intervals not longer than three weeks.

MINUTES OF THE NINTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

November 18, 1941

The ninth meeting of the Eighth Regional Labor Supply Committee convened at 9:00 A. M., Tuesday, November 18, 1941, at 1800 Rand Tower, Minneapolis, Minnesota, and adjourned at 12:00 noon, with the following attendance:

Mr. John T. McCullen, Acting Chairman
Mr. Leonard B. Ryan, Assistant Director in Charge of Minnesota State Employment Service
Mr. Frank H. Wilson, Labor Relations Representative
Mr. F. R. Foote, Regional Economic Analyst, Bureau of Employment Security
Mr. Jerome O. Bjerke, Regional Representative, Information Service, Social Security Board
Mr. Harry C. Schmid, State Director of Vocational Training for Defense Workers
Mr. C. B. Lund, Representative, National Youth Administration
Mr. H. C. Timberlake, Manager, Division of Contract Distribution, Office of Production Management
Mr. Don Larin, Acting Director, North Dakota State Employment Service
Mr. Joseph Urbanski, State Director of Training and Reemployment, Work Projects Administration
Lt. Commander R. J. Twyman, Civilian Personnel Officer, Ninth Naval District Naval Training Station
Mr. Leo R. Werts, Representative, Labor Supply Branch, Office of Production Management
Mrs. R. C. Duncan, Representative, Women's Bureau, U. S. Department of Labor
Mr. John F. Barrett, Apprenticeship Field Representative, Division of Labor Standards, U. S. Department of Labor
Mr. Robert Hutchinson, Assistant Regional Representative, Bureau of Employment Security
Mr. Henry W. Teichroew, Representative, U. S. Office of Education
Colonel Norman D. Dean, Regional Liaison Officer, Selective Service Headquarters for Minnesota
Mr. Fred M. Wilcox, Regional Director, Social Security Board
Mr. Cleon Swayzee, Representative, Priorities Branch, Labor Division, Office of Production Management

Report of the Subcommittee Appointed to Study the Need for Training Welders in Minnesota

At the eighth meeting of the Regional Labor Supply Committee this subcommittee was appointed to relate the demand for welders in the State of Minnesota to the available supply in order to evaluate the local need for vocational education training courses for welders. The subcommittee was composed of the following persons: Leonard B. Ryan, Harry C. Schmid, C. B. Lund, John F. Barrett, and F. R. Foote.

Nature of data.--The demand for welders as reflected by reports from employers participating in the ES-270 program was shown by firms for Minnesota. In addition, comments from 45 of these employers in the Twin City area were presented to show the employers' opinion regarding the demand and supply for welders. That part of the available supply of welders reflected by local office files was obtained by a special survey. In addition, data were presented to show the number of students in training as welders in vocational education courses and the number of training stations available by type of training provided. Some data were also available regarding the number of students in training and the number and type of stations available in private welding schools in Minnesota.

Summary of the data.--The ES-270 reports showed that during the six months subsequent to November 1941 employers anticipated hiring 109 welders. There was one obscure item in the demand figures which resulted from the fact that the Barnes-Duluth Ship Building Company had just secured a contract to build 8 tankers and anticipated employing 500 workers gradually after the 1st of February. Perhaps one-half of the workers would be arc welders, but the employer at the time of the interview was unable to present exact figures or to indicate his hiring schedule. Comments from employers participating in the ES-270 program in the Twin City area were to the effect that they frequently received applications for employment from welders. The larger employers reported daily visits from applicants seeking jobs as welders. The concensus was that the supply of welders was greater than the demand. Data from the local office active files in Minnesota showed a total of 737 applications classified under 15 different occupational codes which included the title of "welder." Of these applications, 381 were primary registrations, 169 were arc welders, 145 combination welders, and 106 gas welders. These data were further broken down by age, physical condition, training, and work experience. The public vocational schools in the State were training a total of 407 welders every three months. On a 24-hour schedule they could train currently 1664 students since they have 416 stations, 175 of which are for arc welding and 241 for gas welding. Many private welding schools did not provide the representative of the committee with data concerning the number of students enrolled or the training stations available, but from those who did cooperate it was determined that 594 students were in training during the early part of November 1941.

Committee's conclusions.--From these data the labor supply committee concluded that training of welders for local needs should be restricted unless a situation arose which required the employment of a considerable number of welders or clearance orders were received. Members of the committee stated that a majority of employers with defense contracts required welders to pass the Navy test prior to employment, and it was therefore recommended that the content of subsequent courses provide the trainee with the information and skills needed to pass this test. This procedure was recommended further because it would facilitate the movement of trainees to areas in which they were in demand and would provide a definite objective toward which the training would be directed.

Action taken.--Inasmuch as we have received authorization for training in specific occupations in excess of local needs, no further action will be taken concerning training welders in Minnesota. It is presumed that all available training stations for welders will be filled where qualified candidates for these courses are available, but that for the present, no new stations will be installed.

Material shortages.--Cleon Swayzee, representative of the Priorities Branch, Labor Division, Office of Production Management, gave a brief talk on material shortages and the probable effects of curtailment orders on manufacturers of civilian goods.

It was agreed that the next meeting of the labor supply committee would be held on Tuesday, December 9, 1941, in Omaha, Nebraska.

VIII
March 25, 1942

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Eleventh Labor Supply Committee Meeting
## Omaha - February 13, 1942

### LABOR RECRUITMENT

#### Glenn L. Martin Plant, Omaha - Bomb Loading Plant, Wahoo - Bomb Loading Plant, Grand Island

Labor supply problems as set out in the latest labor market analysis by the ES were reviewed. Discussion centered around the demand for production workers in the Glenn L. Martin Company's Bomber Assembly Plant at Omaha, the demand for workers in the construction of the bomb loading plant at Wahoo, which is expected to commence in about a month, and on the new bomb loading plant at Grand Island, the site for which was announced the day of the meeting. The Director of the USES for Nebraska was of the opinion that there was an adequate supply of labor in the State to meet the labor needs of these plants, except in the highly skilled machine occupations. Emphasis was placed on the relationship of Selective Service operations to the Nebraska labor market, with special reference to the effect on the labor needs of these three plants.

A committee was appointed to confer with the top management of the Martin Bomber Plant to obtain information regarding hiring schedules, job specifications, and the training program necessary to fulfill the plant's requirements. Major O'Connell, (SS) was designated as the committee member to complete arrangements for this conference.

#### Farm Labor

The increased needs of Nebraska agriculture for workers during the coming seasons were stressed. In cooperation with the agricultural agencies, the ES in Nebraska has conducted a survey based on a sample of 10 to 15 percent of the actual farm units, to determine the number of workers hired by each unit during 1941, for the purpose of estimating farm labor needs in 1942. It was felt that Nebraska would be able to meet these needs and that Selective Service and the war industries had not depleted the State to the point where they were anticipating any serious problem.

Field Management Division,
United States Employment Service

MINUTES OF THE ELEVENTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

Omaha, Nebraska
February 13, 1942

The eleventh meeting of the Eighth Regional Labor Supply Committee convened at 10 o'clock A.M., February 13, 1942, at the Hotel Fontenelle, Omaha, Nebraska, and adjourned at 3 o'clock P.M., with attendance as follows:

Mr. John T. McCullen, Regional Representative, USES - Chairman
Mr. C. B. Algren, Training Within Industry, WPB, Minneapolis
Mr. W. H. Andresen, Veterans' Employment Representative, USES, Lincoln
Mr. H. R. Ballard, Regional Director, CIO, Omaha
Mr. Jerome O. Bjerke, Regional Representative, Information Service, Social Security Board, Minneapolis

Mr. Roy M. Brewer, President, Nebraska State Federation of Labor, Omaha
Mr. Norman Carlton, Division of Placement and Unemployment Insurance, Lincoln
Mr. John A. Coover, Director for Nebraska, USES, Lincoln
Mr. T. Hillard Cox, National Resources Planning Board, Omaha
Mr. H. O. Croft, Engineering Defense Training, University of Iowa, Iowa City
Mr. Charles S. Garrison, Labor Information Representative, Social Security Board, Regions 8 and 9
Mr. Donald L. Hay, U. S. Department of Agriculture, Lincoln
Mr. Edward R. Herbert, Apprenticeship Unit, U. S. Department of Labor, Omaha
Mr. Robert Hutchinson, USES, Regional Office, Minneapolis
Mr. Clinton A. Johnson, USES, Lincoln
Mr. R. J. Jouno, 8th District, Civil Service Commission, St. Paul
Mr. V. Kastens, USES, Lincoln
Mr. C. B. Lund, Defense Training, NYA, St. Paul
Mr. John L. Moore, USES, Omaha
Major Frank B. O'Connell, State Occupational Adviser, Selective Service, Lincoln
Mr. O. M. Olson, State Labor Commissioner, Lincoln
Mr. Sidney Owen, State Department of Vocational Education, Lincoln
Mr. Alfred B. Parks, USES, Omaha
Miss May Risher, NYA Regional Office, Denver
Mr. J. H. Rothenberger, Training Within Industry, WPB, Minneapolis
Miss Mary E. Sawtell, USES, Lincoln
Mr. A. E. Schoettler, Regional Agent, U.S. Office of Education
Miss Gladys J. Shamp, State Administrator, NYA, Lincoln
Mr. Charles Nowacek, Div. of Placement and Unemployment Insurance, Lincoln
Mr. E. D. Surface, Employment Supervisor, Northwestern Bell Telephone Company, Omaha
Mr. Frank H. Wilson, Labor Relations Representative, WPB, Minneapolis

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Purpose of Meeting

This meeting was held in Omaha for the purpose of discussing the formation of a State Labor Supply Committee and to acquaint the prospective members of that committee with problems of labor supply and with the procedures for coordinating the programs and objectives of the various agencies concerned.

Review of Labor Supply Problems

Labor supply problems as set out in the latest labor market analysis by the Employment Service were reviewed. Discussion centered around the demand for production workers in the Glenn L. Martin Company's Bomber Assembly Plant at Omaha, the demand for workers on the construction of the bomb loading plant at Wahoo, which is expected to commence in about a month, and on the new bomb loading plant at Grand Island, the site for which was announced the day of the meeting. The Director of the United States Employment Service for Nebraska was of the opinion that there was an adequate supply of labor in the State to meet the labor needs of these plants, except in the highly skilled machine occupations. Emphasis was placed on the relationship of Selective Service operations to the Nebraska labor market, with special reference to the effect on the labor needs of these three plants.

Farm Labor--1942

The increased needs of Nebraska agriculture for workers during the coming seasons were also stressed. In cooperation with the agricultural agencies, the Employment Service in Nebraska has conducted a survey based on a sample of 10 to 15 percent of the actual farm units, to determine the number of workers hired by each unit during 1941 for the purpose of estimating farm labor needs in 1942. It was felt that Nebraska would be able to meet these needs and that Selective Service and the war industries had not depleted the state to the point where they were anticipating any serious problem.

Proposed Conference with Martin Bomber Plant

A committee was appointed to confer with the top management of the Martin Bomber Plant to obtain information regarding hiring schedules, job specifications, and the training program necessary to fulfill the plant's requirements. Major O'Connell was designated as the committee member to complete arrangements for this conference.

State Labor Supply Committee

In order to localize the efforts to supply manpower to the war industries in Nebraska, the Regional Committee approved the formation of a State Labor Supply Committee for Nebraska, with membership as follows: John A. Coover, Director of the United States Employment Service for Nebraska, Chairman; Sidney Owen, Director of Vocational Education, Lincoln; Gladys Shamp, State Administrator, NYA, Lincoln;

Professor DeBaufre, University of Nebraska, Engineering Defense Training; Edward R. Herbert, Omaha, Apprentice Training; Arch Donovan, Lincoln, WPA War Industry Training; Major Frank B. O'Connell, Representative of War Department; Roy Brewer, Grand Island, AFL Representative, and H. R. Ballard, CIO Representative. To be appointed to the committee are representatives of business management, training within industry, Civil Service Commission, and the Department of Agriculture. Representatives of management will be selected by the Associated Industries of Nebraska.

It was suggested that each agency represented on the State Committee draw up a brief statement of the agency's program and objectives and submit it to the Chairman, for his use in preparing a bulletin for distribution to employers to inform them of the part each agency is playing in the war effort.

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

## Twelfth Labor Supply Committee Meeting
## Des Moines - February 27, 1942

### LABOR RECRUITMENT

#### Farm Labor

A representative of the Iowa AAA Committee stated that no shortage of farm labor was anticipated for spring cultivation despite newspaper stories to the contrary, which were based on surveys which reflected the desire of farmers to get favorable action from Selective Service Boards on requests for deferment of farm help.

### TRAINING

#### Vocational Education Program in Iowa

A report made by the representative of the Vocational Education Program in Iowa indicated that special emphasis has been placed on supplementary training and preemployment training of handicapped persons. The out-of-school program is definitely aimed at training for war industries and the training of citizens of all ages for the operation of farm machinery. Adequate facilities have been lacking in the past, but a monthly survey of all vocational education shops is planned to determine the types of training, the adequacy of facilities for such training, etc.

#### NYA Training

It was reported that NYA has slightly more than 400 youth in defense training courses in Iowa, and that there are 3,500 on waiting lists in that State, a good percentage of whom are in rural areas. Every attempt is being made to adapt training programs to the needs of war industries, but some difficulty has been experienced in producing the kind of trainees most desired by these industries. It was pointed out that the lowered age limit for youth now being accepted for NYA training was 17 and 3/4ths years, and that NYA is giving physical examinations to those above that age, so that those unable to meet military service requirements could be given training. Minnesota has approximately the same number of youth as Iowa who are awaiting training assignments.

Field Management Division,
United States Employment Service

MAR 30 1942

# MINUTES OF THE THIRTEENTH MEETING OF THE EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

Duluth, Minnesota
March 20, 1942

The thirteenth meeting of the Eighth Regional Labor Supply Committee convened at 10 o'clock a.m., March 20, 1942, in the Chamber of Commerce conference room, Medical Arts Building, Duluth, Minnesota, and adjourned at 2 o'clock p.m., with attendance as follows:

John T. McCullen, Regional Representative, USES - Chairman
A. B. Algren, Training Within Industry, Minneapolis
Roy H. Anderson, U. S. Employment Service, Duluth
L. J. Andolsek, National Youth Administration, Duluth
John F. Barrett, Apprenticeship Training, St. Paul
E. T. Bester, Steel Workers' Organizing Committee, Duluth
J. P. Budzynski, U. S. Employment Service, Superior
Walter S. Carlson, U. S. Employment Service, Duluth
H. W. Clark, TWI Advisory Committee, Duluth
Col. Norman D. Dean, U. S. Army, St. Paul
Mrs. R. C. Duncan, Women's Bureau, Dept. of Labor, Minneapolis
F. R. Foote, Bureau of Employment Security, Minneapolis
Wm. C. Hanson, President, National Iron Company, Duluth
Donald L. Hay, Bureau of Agricultural Economics, Lincoln, Nebr.
Robert Hutchinson, U. S. Employment Service, Minneapolis
Wm. A. Liukkonen, Duluth Industrial Council
A. J. Lynard, Work Projects Administration, Duluth
F. J. Martin, General Superintendent, American Steel & Wire Co., Duluth
Ray Munson, Duluth Industrial Council
Arvid B. Olson, U. S. Employment Service, Duluth
T. E. Origer, Personnel Manager, American Steel & Wire Co., Duluth
Joseph Paszak, President, CIO Council, Duluth
John M. Pawlcyn, U. S. Civil Service Commission, St. Paul
C. W. Peterson, Apprenticeship Unit, St. Paul
Leonard B. Ryan, Director, USES for Minnesota, St. Paul
Elmer Schaffee, Federated Trades Assembly, Duluth
Harry C. Schmid, State Department of Education, St. Paul
Henry Skudstad, Marine Iron & Shipbuilding Company, Duluth
J. Norman Spawn, U. S. Office of Education, Washington, D.C.
W. R. Stephens, Contract Distribution Branch, WPB, Minneapolis
Lt. Comdr. R. J. Twyman, U. S. Navy, Great Lakes, Illinois
J. A. Urbanski, Work Projects Administration, St. Paul
George M. Vivian, Selective Service Board, Duluth
S. K. Wick, State Department of Education, Virginia, Minn.
Frank H. Wilson, Labor Relations Representative, WPB, Minneapolis
Fred J. Wilt, WPA Regional Office, St. Paul

The labor market situation in the Duluth area was presented by Arvid Olson, Manager of the local U. S. Employment Office. His report revealed only the following shortages: 6 shipfitters, first-class; 27 machinists; 2 floor molders; 200 piece makers (logging).

On the other hand, there were in the active files of the Employment Service approximately 5,000 unemployed and available for work, 25 per cent of whom were in skilled occupations, mainly construction trades, 25 per cent in semi-skilled occupations, 25 per cent unskilled workers, and the remainder youth between 18 and 25 without actual experience in industry.

Mr. Algren, Training Within Industry representative, reviewed the TWI program in the Duluth area and urged that the welding courses in this area be directed towards supplying the needs of the ship-building industry; that the contents of the courses be standardized; and that all information regarding such training courses be centralized in the Employment Service.

It was the concensus of the Committee that in addition to the standardization of welding courses, it was essential to the success of the program that arrangements be made for giving every trainee, on the completion of the course, the Navy test in a shipyard in Duluth or Superior; that under present arrangements, the active file of the Employment Service is of little value for planning a training program and revealing the actual supply of welders. Representatives of ship-building firms stated that if such an arrangement could be made and a test given in the shipyards, a trainee who was successful in passing such a test could be classified as a welder. The representatives of the Office of Education agreed to make inquiry as to the availability of funds for this purpose. It was recommended by the Committee that the cost of such a test could properly be considered as a part of the cost of instruction.

No instances of labor piracy that could be considered seriously were reported by representatives of management, and no shortages other than those above mentioned were reported.

WAR MANPOWER COMMISSION

Routing Slip

Industrial & Agricultural
Employment

~~To: Mary Anderson, Director,~~
Women's Bureau Dept. of Labor

FROM: John J. Corson, Chief
Industrial & Agricultural
Employment

~~ROUTE TO: Bertha Nienburg~~

1. ~~Miss Spring~~
2. ~~Mrs. Brady~~
3. Gen. File

Regional

MINUTES OF THE FIFTEENTH MEETING OF THE

EIGHTH REGIONAL LABOR SUPPLY COMMITTEE

Minneapolis, Minnesota
August 28, 1942

The fifteenth meeting of the Eighth Regional Labor Supply Committee was held on Friday, August 28, 1942, in Room 454, Midland Bank Building, Minneapolis, Minnesota. The Committee convened at 9:30 A.M. and adjourned at 12:15 P.M., with Mr. John H. Cooper presiding in the absence of the Acting Chairman, and with the following persons in attendance:

Mr. A. B. Algren, Assistant District Representative, Training Within Industry, War Manpower Commission
Mr. John F. Barrett, Apprenticeship Training Representative, Federal Security Agency
Mr. Jerome O. Bjerke, Regional Representative, Information Service, Social Security Board
Mr. John H. Cooper, Associate Regional Representative, United States Employment Service
Lt. Colonel John Cuno, Regional Liaison Officer, Services of Supply, War Department
Mr. Howard Davidson, Regional Office, United States Employment Service
Colonel Norman D. Dean, Representative, Minnesota State Selective Service
Mrs. R. C. Duncan, Representative, Women's Bureau, U. S. Department of Labor
Mr. F. R. Foote, Regional Labor Market Analyst, Bureau of Employment Security
Mr. E. R. Griffith, Regional Office, National Youth Administration
Mr. Donald G. Hay, Representative, Bureau of Agricultural Economics, U. S. Department of Agriculture
Mr. Robert Hutchinson, Assistant Regional Representative, United States Employment Service
Mr. Don. Larin, State Director, North Dakota, United States Employment Service
Mr. C. B. Lund, Regional Director, National Youth Administration
Mr. Ernest L. Olrich, District Representative, Training Within Industry, War Manpower Commission
Mr. John M. Pawlcyn, District Office, U. S. Civil Service Commission
Mr. Dean M. Schweickhard, Director of National Defense Training, Minneapolis Schools
Mr. J. Norman Spawn, Vocational Training Representative, U. S. Office of Education
Mr. Joseph Urbanski, State Director of Training and Reemployment, Work Projects Administration
Mr. Frank H. Wilson, Regional Labor Relations Representative, War Production Board
Mr. Thomas H. Wright, Field Representative, Minority Groups, War Manpower Commission

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The meeting was called for the purpose of reviewing specific training problems in this area and to discuss the whole subject of training with a view to taking steps which would lead to the adoption of definite recommendations for a regional training program. The following subjects were discussed, with action taken as indicated:

Cooperation Between USES and NYA

The question of the availability of NYA trainees in North Dakota for referral to jobs through the Employment Service was brought to the attention of the Committee by Mr. Larin, USES Director in North Dakota. A large number of trainees in that State have been sent to finishing centers on the West Coast and elsewhere and have not been available for referral by the Employment Service. Recently, in connection with an order for a munitions plant in Denver, the Employment Service was informed that the NYA trainees were not interested in going down there. Mr. Larin pointed out that since there is no war industry in North Dakota, all of the labor trained in that State is for outside areas. The question involved is, who should exercise control over where this labor is sent?

It was explained by Mr. Griffith of the NYA Regional Office that the problem in North Dakota has arisen because after NYA was advised by the Employment Service of the need for certain training, later, at the conclusion of that training, NYA was advised that the need did not exist. An NYA training center has been set up in Clinton, Iowa, for supplying trainees to the Rock Island Arsenal, and one will be set up in St. Paul for the Twin Cities area; these centers have been established on advice of the USES that there would be outlets at those points for certain kinds of trainees. In North Dakota there is no such outlet. Committee members were of the opinion that, under those circumstances, NYA cannot be blamed for failing to hold trainees. It was agreed that, in the final analysis, the present national policy was responsible for a good many training difficulties, and that these difficulties would continue to exist until definite information was available regarding the actual labor needs in this region. After further discussion, it was agreed that closer cooperation between the two agencies was desirable.

NYA - Present Set-up and Program

Mr. Lund gave a brief description of the recent changes in NYA. That organization no longer operates on a State basis but has been changed to a regional set-up, and its program is now devoted specifically to war production. At present, there are 5,200 young people in training in this region, and NYA has orders extending over the next four-month period for 4,800 trainees in sheet metal and aviation sheet metal, and specific job orders for 500 welders. Only about 25 per cent of the number needed is available for training at the present time. Arrangements are now being made to make unused facilities available to other training agencies. Approximately 600 trainees have been sent to the shipyards at Tacoma, Washington. NYA is cooperating with the State of Minnesota and the CAA in setting up 12 or 15 centers in this State for glider building and training. About 56 per cent of the trainees at present are women.

Shorter-Hour Training Courses

The Committee discussed the advisability of cutting down on the number of hours of training per day and stretching courses over a longer period of time, to make training available to employed persons who cannot afford to quit their jobs while in training for war production. The minimum number of hours is now 6 hours per day; if this could be cut to 3 hours and classes held in the evening instead of during the daytime, the reservoir of trained labor would be materially increased. It was thought that the necessary authority could be obtained to open up vocational training classes to presently employed persons who wished to take training for war employment. The Committee recommended that steps should be taken immediately by the agencies concerned to work out shorter-hour courses in the region.

Shortage of Trainees in Vocational Education Classes

Mr. Spawn stated that he had just completed a trip through the States assigned to him in this area and had noticed a distinct shortage of trainees in the vocational training classes. He attributed this situation partly to the harvest season and partly to the fact that they were unable to get enough trainees from the agencies involved. Mr. Foote pointed out that the training reports for July showed that only about half of the facilities were in use on a 24-hour basis, one of the factors for this being their inability to obtain qualified instructors for the night classes.

TWI Problems

Mr. Olrich spoke of the difficulties experienced by TWI in trying to establish training in certain plants, notably Northern Pump, Twin Cities Ordnance, and the Iowa Ordnance Plant at Burlington, Iowa. The attempt to set up in-plant training at Twin Cities Ordnance failed because of the plant's unwillingness to extend full cooperation. At the Burlington plant, it took two explosions that killed twenty people before the plant was willing to let TWI come in. TWI has no authority to force training on any company and must depend solely on voluntary cooperation. The program has been greatly handicapped because of this lack of support; they must have proper authority if they are to attain their objectives.

The suggestion was made that Colonel Cuno, as the representative of the Services of Supply, might exercise some "assertive authority" to get the Twin Cities Ordnance Plant to put in a training supervisor and set up in-plant training. There was general assent to this suggestion, and Colonel Cuno agreed to take the matter up with the Army officer at the plant.

Northern Pump apparently has been getting all the labor they needed and has not recognized any need for in-plant training. Colonel Dean informed the Committee that recently Selective Service officials had met with company officials and had told them that occupational deferments for 21-year-old men would no longer be granted, as such deferments could not now be justified. Colonel Dean was of the opinion that this ruling would not

create any undue hardships for Northern Pump, since a large number of their machinists and craftsmen are older men. Of their 319 welders, only about 81 would be drawn out immediately by Selective Service.

In the State of Iowa, the TWI program has been held up because the Board of Education will not authorize paying more than $2 an hour for teachers. An appeal to the Governor met with no results.

Apprenticeship Training

Mr. Barrett, Apprenticeship Training Representative, urged that in the present concern for meeting the war needs of industry by breaking down skills and operations so that training can be given on a short-term basis, the importance of the long-term apprenticeship training should not be overlooked. Industry should be impressed with the necessity of developing skilled workers concurrently with the development of workers with lesser skills, so that there will be an adequate number of skilled people to fill the key jobs. Industry will also have to consider taking in as apprentices boys of 16 instead of 18, as formerly. Employers have been reluctant to take them that young because of the increased risks, and also because eventually the Army may take them. Employers must be convinced that the training of these young men is part of their obligation to the country, even though they may lose them after training. The Committee was reminded that Germany has been able to maintain production largely because of her apprentice system.

The Committee recommended that there should be an intensification of effort to encourage industry in this region to pay due attention to the development of fully-skilled workers simultaneously with the effort devoted to short-term training made necessary by the war.

Private Trade Schools

Mr. Olrich reported on the results of a survey made by the Governor's Committee on Private Trade Schools in Minnesota. The Committee established certain standards of performance, equivalent to those which would be required of public vocational schools, and confined its investigation to the Twin Cities area. It examined every private trade school in that area but didn't find one that could qualify. Since that time four schools have been approved, and it is expected a few more will qualify by the end of October, when the list of accredited schools will be published. The Governor's committee found that during the last six months the tuition paid to private trade schools in St. Paul and Minneapolis was just short of $500,000. The situation is so serious that both the AFL and the CIO will press for legislation at the next session of the legislature that will make it impossible to start a trade school in Minnesota without a license and make it illegal to advertise a school that does not meet the standards set up by the Committee. If Minnesota can be taken as a criterion, the amount of money that is being taken away from people in this country by the private trade schools would probably run to $50,000,000. Mr. Schweickhard observed that the quality of training given in the public vocational schools in this area is higher than in most of the private schools. The public schools have had a number of students who have had several months' training in some private school, and most of them have had to be retrained before they could

qualify for positions.

After some discussion, the Committee recommended that a national committee be established to work with the War Manpower Commission in making a nation-wide investigation of private trade schools and in setting up Federal standards for the operation of such schools.

The suggestion was made that greater publicity be given to the free training available in the vocational schools. After discussing the matter, the Committee decided to recommend that the vocational schools resort to paid advertising as a means of combatting the paid ads of the private schools.

Letter to Colonel McSherry

The Committee's attention was called to the letter written by Colonel McSherry of the War Manpower Commission to Mr. McCullen, Acting Chairman of the Committee. In the discussion that followed it was emphasized that neither the Committee nor the constituent agencies had any specific authority to enforce their recommendations. It was pointed out, however, that a certain amount of "assertive authority" could and should be used in dealing with specific situations. Mr. Wright suggested that the Chairman send a reply to Colonel McSherry's letter along the following lines: (1) That since it is unlikely that a regional office of the War Manpower Commission will be set up in this area for some time, the present Committee will continue to operate but would like to be given the same authority to act that has been delegated in areas where the Manpower Commission is already operating; (2) that since a number of the training agencies have now been made a part of the War Manpower Commission, it would seem desirable that these agencies operate as a single unit; the training representatives are therefore meeting to draw up a unified training program for the region in terms of anticipated labor needs and the training facilities available, and will submit this program to the full Committee for approval; (3) the Committee will keep Colonel McSherry informed of its activities and will proceed to operate along the lines proposed unless notified to the contrary.

The Committee authorized the Chairman to send a reply to Colonel McSherry in accordance with these suggestions.

Subcommittee on Training

On agreement of the Committee, a subcommittee, consisting of the representatives of the training agencies, the United States Employment Service, and the Services of Supply, War Department, was appointed to formulate a training program for the region and to give further consideration to the problems discussed at this meeting. It was agreed that the subcommittee would meet in the afternoon and would submit its recommendations for a regional training program at the next meeting of the full Committee.

Minority Groups

Mr. Wright presented a brief description of some of the activities being tried out in the Baltimore area, where the War Manpower Commission has set up operations on an experimental basis. The only reservoir of male manpower left in that community is in the minority groups. The Manpower Commission has attacked the problem of utilizing Negroes, first, by equalizing the training facilities in the Negro and the White schools, and, second, by a drive to get every Negro to register with the Employment Service. A survey was conducted among the Jewish agencies, and estimates were worked out showing that there would be from eight to ten thousand Jewish males now in civilian employment who could be made available for war work.

Mr. Wright informed the Committee that he had received reports that there is considerable discrimination against Jewish workers by Minneapolis employers, and for this reason the vocational schools are reluctant to take Jewish people for training. Mr. Schweickhard stated that this objection had not come back to the Minneapolis schools, although they have had to deal with discrimination against Negroes. Mr. Cooper informed the Committee briefly about the Twin Cities Council on Fair Employment Practice, organized recently to deal with the problem of discrimination in this area. One public meeting has been held, an organizing committee was set up, and subcommittees are now in process of establishing the machinery to handle discrimination cases. The Council is a civic organization and the USES and Labor Supply Committee will serve in an advisory capacity.

The question was raised of the desirability of having the interested agencies in the Twin Cities conduct a registration of people in the minority groups who would be willing to quit their present employment at this time to take training for war employment. In this connection, it was pointed out that, according to the reports received by the Employment Service, there is no place in the region where production is being held up on account of a shortage of qualified workers; nevertheless, it was agreed that the Committee had the responsibility of being ahead of the game. The necessity for utilizing aliens in war jobs was also emphasized.

Recruitment for the Signal Corps

The Committee's attention was called to the difficulties experienced by the Employment Service in connection with the recruitment program for the Signal Corps. There is such a long delay before the Employment Service receives any word of action taken on applications referred to the Civil Service Commission that many applicants are being lost through other employment opportunities. Mr. Larin said this had been particularly true in North Dakota, where over 700 persons had been referred to the Commission. Applicants return to the employment offices to inquire about their applications, but the local offices are unable to give them any information.

The representative from the Civil Service Commission explained the procedures for handling these applications. Originally there had been some delay in giving the examinations, and the Signal Corps was slow in getting some of the training classes established. Some of the applicants were lost through Selective Service, but that loss has now been minimized through a new policy with reference to the release of 1-A eligibles. The whole process has now been speeded up so that the time between referral by the USES and induction by the Signal Corps has been materially reduced. With reference to notifying the Employment Service of action taken, it was stated that the Commission is now awaiting agreement on the procedures to be adopted for noting the type of information desired on the referral cards that accompany the applications.

Colonel Cuno informed the Committee that the training representatives of the Signal Corps were holding a meeting in Omaha that same day, and he had asked the Minnesota representative to call the attention of the Omaha office to the necessity of clearing up this bottleneck.

September 4, 1942

SUMMARY OF MEETING OF COMMITTEE COMPOSED OF REPRESENTATIVES OF TRAINING AGENCIES, THE WAR DEPARTMENT, AND THE UNITED STATES EMPLOYMENT SERVICE

At the Labor Supply Committee meeting held on Friday, August 28, numerous questions were raised regarding the activities being carried on by the Federal and State agencies which have been assigned the responsibility for various types of training. Examples of difficulties encountered, either between the training agencies or between the agencies and the ES, were discussed.

It was recommended by representatives of the various training agencies that a separate committee be established consisting of themselves and representatives of the War Department and the ES. The Labor Supply Committee approved this recommendation and consequently a subcommittee meeting was held on Friday afternoon. Listed below are some of the points that were discussed at the subcommittee meeting:

1. It was suggested that Professor Croft also be invited to attend as a member of the subcommittee on training. It was further suggested that in Professor Croft's absence, Mr. B. J. Robertson serve as his alternate.

2. All committee representatives pointed out that in no case were existing facilities utilized to the maximum. Considerable time was spent on discussing this point with reference to steps that could be taken to completely utilize such facilities. Mr. Lund and Mr. Spawn discussed the problems with which their agencies are confronted in utilizing existing facilities.

3. Some discussion was given to the point of securing the maximum utilization of ES and other facilities which seem necessary for the recruitment of workers in projects wherein facilities are not used to the maximum. It was pointed out that under the present method of operation there is duplication of training by the NYA and Vocational Education agencies. Mr. Lund stated that graduates of certain courses offered by the NYA are recruited by Vocational Education and retrained in identical courses by the Vocational Education Department.

4. Mr. Spawn and Mr. Lund discussed the difficulties they have encountered in securing instructors. Mr. Spawn suggested that the assistance of the War Department be secured in providing interested agencies with trained instructors. Colonel Cuno pointed out that arrangements can be made with the Army for the assignment of instructors to various projects.

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a. Mr. Lund pointed out that NYA had met with considerable success in recruiting instructors by soliciting the help of the mayors of cities in Minnesota.

5. Each of the participating agencies briefly reviewed the methods which are used in determining what training they should give and the procedures whereby such plans are cleared with other interested groups. For example, it was pointed out that approximately 85 percent of all NYA training is planned by the State Council of Administrators, and that the same thing is true of training courses conducted by the Department of Vocational Education. Mr. Rothenberger presented the methods used in determining which courses would be given by TWI for employers.

6. Mr. Barrett emphasized the need for continuing attention to the apprentice training programs and pointed out that the present method of job dilution must of necessity be continued, but such methods should not cause participating agencies to lose sight of the need for apprentice training.

7. The problem of training men to maintain Diesel engines and steam equipment in Duluth was briefly discussed.

In addition to the above points certain specific decisions were reached regarding the purpose which could be served by the subcommittee on training. Agreement was reached on the following points:

1. That all participating agencies would attempt to give more complete information regarding their own and other training agencies' activities.

2. It was agreed that each of the participating training agencies would prepare directories of all courses, and projects and subjects offered. Such material is to be made available to all the other agencies and to each of the local offices of the USES in the region. It was felt that making such specific information available should alleviate confusion and make for more efficient integration of the various training agencies.

a. The ES agreed to make available to each of the training agencies lists of the local offices in each of the five States in this region.

## SUMMARY

As indicated, an attempt was made to take specific steps on each of the points outlined above.

It was decided that the purpose of the committee would be to serve as a clearing house on problems referred to it by the participating agencies. The plan is to have the committee serve in an advisory capacity. Problems involved in relationships between participating agencies are to be discussed before the committee and the committee as a whole would make recommendations to the appropriate agencies regarding their solution.

It was further agreed the committee meetings should serve as an effective method of presenting to Colonel Cuno the needs of the agencies for help from the War Department on specific problems--particularly those involving the securing of instructors, necessary materials, and facilities. It was also agreed that meetings would be held at fairly frequent intervals so that problems could be discussed and immediate steps taken by the participating agencies to resolve them at the regional, rather than at the Washington, level. It was the concensus of opinion that this last decision should make for improved coordination between the various agencies.

The committee was in agreement with the point, raised in the earlier meeting of the Labor Supply Committee, that primary emphasis should be placed on the formulation of training programs based on the demand for workers, the present available supply, the anticipated available supply, and training facilities available.

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

Labor Supply Committee Meeting
Chicago -- September 25, 1942

## LABOR RECRUITMENT

### Evansville, Indiana

From the one-time "distressed" area, Evansville is now a critical area insofar as housing and labor are concerned. Representatives of the National Housing Agency, Regional Labor Supply Committee, local USES and the War Department met in Evansville September 23 urging full utilization of available labor, including women and Negroes in the various plants.

### Metropolitan Chicago

A meeting held on September 9 sponsored by the Office of Civilian Defense, National Housing Agency, War Production Board, Labor Supply Committee and Office of Defense Transportation as well as the Army's Services of Supply indicated the following attitudes:

1. The War Production Board states that there was not adequate material to plan further housing in Chicago.
2. Mr. Brock stated that by exercising measures and fully utilizing the local labor supply without regard to sex, race, religion, national origin, or handicap, the need can be met locally.
3. The Office of Defense Transportation felt they could provide transportation facilities to war plants.
4. Based on the above information, the National Housing Agency took the position that additional houses were not indispensably needed in the Chicago area.

### Calumet Area

The subcommittee consisting of the Acting Chairman and representatives of the Army's Services of Supply and the National Housing Agency has been very active, and a program suggested for meeting anticipated labor shortages in the area as follows:

1. Management representatives in each community to organize a community industrial committee.
2. Community industrial committees to be organized into the Calumet Industrial Labor Supply Committee.
3. Plant surveys to determine where women, older workers or handicapped persons may be used.
4. Transportation survey.
5. Day nurseries for child care.
6. Definite recruitment policy designed to eliminate labor pirating.
7. Policy on publicity.

Meetings have been held in the strategic communities. Response to the presentation of the problem has been favorable. Question has arisen as to whether local area industrial committees should be set up. Mr. Brock has written General McSherry requesting clarification of this problem.

LABOR RECRUITMENT - Continued

Effect of Selective Service on Farm Workers

It was cited that farmers are becoming quite concerned over the increased tempo in the call for men previously deferred by Selective Service boards. The general consensus among farm groups is that a complete control should be placed over manpower and that this control should be put into effect immediately. Attention of the committee was called to the critical situation which exists in West Central Illinois, one of the most vital crop areas in the corn belt as well as a coal production area.

Motion was passed that the situation in this area in regard to labor supply be referred to Colonel Oliver C. Wyman representing Services of Supply and Chester W. Hepler, Director of the Illinois USES.

Communities Anticipating Labor Supply Problems

The Labor Market Analyst submitted a list of communities where labor supply problems will develop in the near future (list contained on pages 7 and 8 of the minutes). It was suggested that conferences such as the ones held in the Calumet, Chicago and Evansville areas be held in the places outlined, and labor and management committees be appointed in each of these areas, subject to the approval of the Regional Director of the War Manpower Commission when he is appointed.

Motion was passed that the Regional Labor Supply Committee go on record as approving these conferences between the special subcommittee and groups of management and labor representatives and to continue the activities in those areas which are most critical; that the Committee do this in cooperation with the appropriate State Labor Supply Committees or local labor supply committees where they are in existence.

Wisconsin USES

It was recommended that an effort be made to secure adoption of procedures permitting persons in Civil Service in States, Counties, and municipalities to be shifted where their skills can be best used in connection with the war effort without loss of their Civil Service reemployment rights.

The Committee adopted the following motion:

"That the Regional Director of the U.S. Civil Service Commission be requested to transmit to the meeting of the Civil Service Assembly the recommendation that that body advise its constituent members to adopt procedures similar to that adopted by the United States Civil Service Commission, namely, to grant leaves of absence with reemployment rights to those Civil Service employees who possess skills presently needed for the war effort."

DEFENSE TRAINING

Operation of Machine Shop Training Centers - Illinois

Although several months ago, the Labor Supply Committee recommended the operation of the machine shop training centers in Chicago on a twenty-four hour a day, seven day a week basis, such operation has not been effected. This failure cannot be attributed to

DEFENSE TRAINING - Continued

any particular agency; it is felt that the reasons for lack of persons interested in taking training are (a) an increased demand for workers with high wages where no training is required; (b) people who have jobs and families to support do not feel they can quit their jobs to take training; and (c) the 15-hour courses on the midnight to morning shift are very unpopular. Some of these problems can be overcome if the concerns, now coming into Chicago, will start paying their workers upon entrance to training courses.

MINORITY PROBLEMS

Negro Employment and Training

It was reported that favorable development in the whole labor supply picture is apparent. The Office of Negro Employment and Training Division of the War Manpower Commission is now more concerned with the training of Negro workers than with the placement of them. Local Negro organizations are to be contacted with the request that they plan a program of persuading Negroes that if they will take training courses they will be assured of employment.

CONTRACT DISTRIBUTION

Indianapolis, Indiana

Indianapolis has been declared a critical area by the War Manpower Commission and consequently no further contracts can be awarded there. It feels that the area will not be an actually critical one for another five or six months. The Cramer Company, a furniture manufacturer, bid on a contract for some bunk beds, which it can manufacture with its present equipment and present employees, and award of this contract would permit them to operate for the next five or six months and retain their present employees. However, in view of the declaration that Indianapolis is a critical area, the contract cannot be awarded under present interpretation of policy. It was suggested that in instances such as this, there should be some flexibility in awarding contracts.

Motion was passed that the problem of awarding contracts in Indianapolis be referred to the Army's liaison officer, Colonel Oliver C. Wyman, for such action as seems necessary.

Field Management Division
United States Employment Service
October 15, 1942

LABOR SUPPLY Committee - MINUTES

REGION IX

CONFIDENTIAL

MINUTES

LABOR SUPPLY COMMITTEE, REGION IX

Meeting of July 31 - August 1, 1941
Kansas City, Missouri - Hotel Continental

The Ninth Regional Labor Supply Committee held its second meeting at the Hotel Continental, Kansas City, Missouri, on July 31 and August 1, 1941.

The Acting Chairman called the meeting to order at 10:00 a.m. on July 31; the Committee adjourned at 6:30 p.m. and reconvened at 9:30a.m. on August 1, to finally adjourn the second meeting at 6:00 p.m.

Committee members in attendance were:

A. Earl Wyatt, (Principal)
Labor Division,
Office of Production Management
(Training within Industry)

C. T. Cartwell, (Alternate)
Asst. District Representative,
Training within Industry

Arthur E. Schoettler, (Principal)
Office of Education,
Federal Security Agency

Frank L. Miller, (Alternate)
Office of Education,
Federal Security Agency

Q. Ray Johnson, (Alternate) — Serving as alternate for Orren Lull (Principal)
National Youth Administration,
Federal Security Agency

Mrs. B. M. Snoddy, (Alternate) — Serving as alternate for Henry W. Reape (Principal)
Civil Service Commission

Lewis W. Clymer, (Principal)
Negro Employment and Training Branch,
Office of Production Management

Edward E. Goshen, (Principal)
Apprenticeship Unit,
Division of Labor Standards,
U. S. Department of Labor

*A. V. Lundgren, (Alternate)
Apprenticeship Field Representative,
Division of Labor Standards,
U. S. Department of Labor

Ned McDonald, (Alternate) — Alternate to
Assistant Regional Representative, — Acting Chairman
U. S. Employment Service

William M. Stead, Principal, representing the Bureau of Labor Statistics, U. S. Department of Labor, was unable to attend the meeting.

The following Federal officials were in attendance by invitation of the Acting Chairman:

*C. R. Dooley, Chief,
Training-within-Industry Branch,
Office of Production Management,
Washington, D. C.

*R. S. Glasgow, Acting Regional Director,
Engineering, Science, and Management Defense Training,
Washington University, St. Louis, Missouri

*Guy V. Keeler, State Director,
Engineering, Science, and Management Defense Training,
Kansas University, Lawrence, Kansas

R. L. Hukill, Assistant to Director,
Engineering, Science, and Management Defense Training,
Kansas University, Lawrence, Kansas

*Roy Ellis, Special Representative,
Negro Section, United States Employment Service,
Washington, D. C.

*Ed Starbuck, Special Representative,
Field Research Center, United States Employment Service,
St. Louis, Missouri

*T. H. Mooney, Special Representative,
Field Research Center, United States Employment Service,
St. Louis, Missouri

*Marvin Groebe, Kansas State Supervisor,
Work Projects Administration,
Division of Reemployment and Training

*M. J. Rigby, Kansas District Supervisor,
Work Projects Administration,
Division of Reemployment and Training

*Frank Cizar
Regional Economic Analyst,
Division of Research and Statistics,
Bureau of Employment Security

*(Attending meeting of Regional Labor Supply Committee for the first time)

Due to the fact that many of the conferees were meeting on regional labor supply matters for the first time, the Acting Chairman briefly presented background information incident to the Committee's establishment and assigned functions. Minutes of the last meeting were reviewed and formally approved. The Acting Chairman was instructed by the Committee to compile minutes on future meetings; to mail such minutes to the Committee members and to the Branch without formal approval by the Committee; to present said minutes for formal approval at the next meeting of the Committee.

The Acting Chairman requested each Committee member or guest to briefly present the labor supply functions of their respective constituent agencies. These statements of functions as presented are herewith concisely highlighted.

Training-Within-Industry

To contact industry relative to in-plant training; to induce and sell employers on the introduction of training programs in their plants, which will aid them in meeting their labor needs;

To place industry in touch with other appropriate agencies dealing in labor supply, so that specific services can be rendered industry by the other agencies within the purview of their functions; to serve in an over-all general contact position with industry;

To make job and worker analyses when requested by industry to point the way toward unit skill specialization and upgrading;

To sell industry on the idea of in-plant training and then on a program that will be headed-up by competent personnel to assure successful execution of on-the-job training programs;

To promote supplementary training on "off-payroll" time where in-plant "on-payroll" training will not adequately cover the industry's need.

National Youth Administration

To give youth who are in need of employment work experience;

To provide for the training of youth in specific defense occupations for which there is predictable demand;

To supplement the agency's regular training program, by giving related or specific instruction in specific defense occupations;

To coordinate training efforts with other agencies carrying on defense training.

Office of Education

To promote, through the public schools, a vocational defense training program;

To provide technical advice on, and funds for facilities and services to meet predictable demands for training in defense occupations;

To offer preparatory and supplementary training courses in defense occupations, based on demand requirements ascertained by the Public Employment Service;

To promote, supervise, and inspect such training programs to assure that such training will be specific, the methods efficient, and production certain.

Negro Employment and Training Branch, Office of Production Management

To serve in a liaison position between the Negro organizations throughout the country and the Office of Production Management;

To keep in touch with defense employers, in cooperation with the State employment services, to ascertain hiring policies, as such policies may affect employment and/or training of the Negro;

To assure that training of the Negro will be comprehensive, will offer equal opportunity for employment for the Negro, and will not be limited to obsolete occupations or occupations considered "acceptable" to the Negro worker;

To carry on cooperative action with State Employment Services to assure that Negro workers will receive equitable consideration in recruitment for and referral to defense industries.

Civil Service Commission

To announce examinations; recruit applicants; determine eligibility for examination; examine eligible applicants; grade examinations; establish registers and certify eligibles to appointing officers.

Federal Committee on Apprenticeship

To interest industry and labor in planned apprenticeship;

To work out plans for planned apprenticeship, negotiate the consummation of agreements and follow through on effective application and execution of agreements.

To establish joint committees representing labor and management to assist in carrying out the program and provide a basis for more effective industrial relationships, and to insure compliance with labor laws governing conditions of employment, as such labor laws relate to apprenticeship employment.

Engineering, Science, and Management Defense Training

To provide courses of engineering college level for workers who have two or more yearsof college training, but who may have ceased college work due to various reasons; to provide refresher courses on the basis of qualifying standards;

To provide some courses, on the basis of specific standards, commonly conducted in schools of business administration;

To work with industry in meeting defense needs within these strata of professional occupations;

To coordinate training efforts with other agencies involved in recruitment, training, and placement for national defense.

United States Employment Service

To provide facilities for the registration, classification, and placement of workers;

To maintain a labor clearance system to supplement local recruitment activities and to direct available qualified workers to other communities for job openings where worker shortages exist;

To contact employers of labor frequently regarding labor needs; to secure job specifications for particular needs; to urge relaxation of specifications wherever possible in occupations where shortages exist;

To collect and make available labor market information on supply and demand for workers in defense or non-defense occupations;

To determine through employer contacts specific occupational shortages and determine number of workers needed, which must be trained in such occupations;

To select trainees and refer trainees to defense training agencies;

To conduct occupational analyses regarding skill and experience specifications and analyses of worker aptitudes and performance;

To offer counselling and guidance services to workers;

To consult with employers regarding labor supply conditions, and with respect to modification in either worker or job specifications.

Reemployment and Training Program, Work Projects Administration

To absorb all training and reemployment functions of the Work Projects Administration, formerly located in multiple divisions of the agencies;

To effectuate more extensive and intensive cooperative relationships with State Employment Services to assure more complete placement consideration of WPA employees;

To provide for transfer of worker training locations from Work Projects Administration facilities to defense plants for thirty-day periods, where such arrangements can be made;

To further the reemployment of Work Projects employees wherever possible.

Worker and Job Analysis Unit, Field Research Center, United States Employment Service

To conduct occupational analysis for use by public employment services and other governmental agencies;

To produce job descriptions and job summaries;

To make such descriptions and summaries available for nation-wide use;

To develop interviewing aids and job briefs;

To develop trade questions and tests for aid in worker selection, including aptitude batteries;

To provide information concerning transfer elements in job skills;

To consolidate the product of worker and job analyses into job dictionaries.

During the course of presentation, each member was questioned closely concerning certain phases of their agencies' operations where problems are known to exist. These problems were freely discussed, and suggestions were offered by the conferees which might be helpful to essential solutions. Certain of the more prominent problems discussed were:

1. Attitudes of major defense employers toward in-plant training and supplemental training.

2. Attitudes of organized labor toward unit skill specialization.

3. Employers concept of training-within-plant-programs; attitudes of employers toward providing supervisory staff for in-plant training.

4. Extent of labor pirating; methods being employed to minimize it.

5. Cooperation of employers in making job and worker analyses.

6. Difficulties involved in correlating NYA "production" training and specific job training to assure substantial turnout of trainees.

7. Employment Service production on specific labor demand assignments and production of precise job specifications.

8. Employment Service recruitment standards and screening processes, including testing.

9. Training of minority groups, particularly negroes; hiring policies of defense employers with respect to employment of minority groups.

10. Procedures employed by the Office of Education which permit greater assurance for "tooling up" defense training schools as they are expanded and stations added.

11. The development of trainee backlogs in certain defense communities.

12. Employment Service relationships with the ESMDT program, as such relationships relate to recruitment, registration, and placement.

13. Employment Service experience with placements on closed shop jobs; recruitment experience with respect to organized labor.

14. Surveys of industry-wide employment, such as the Oregon survey.

15. Problems involved in placement by the Employment Service of employed workers taking ESMD Training, where such training is to step us skills and abilities of the worker in an occupation in which he is already employed. This problem was isolated to cases where the employer had requested the ESMDT officials to grade up the worker to permit of his advancement within the employers own organization.

16. Attitude of organized labor toward WPA Reemployment and Training Program.

17. Cross-fertilization of USES Field Research Center and Training-within-Industry worker and job analysis programs.

These discussions, which were centrifugal around these more prominent problems, served to establish a sound basis for further discussion of those most important at later Committee sessions.

The Acting Chairman, in accordance with Labor Supply Branch Circular #4, item 3, presented for Committee consideration a report entitled, "Labor Supply and Labor Needs of Employers in Region IX - Arkansas, Oklahoma, Missouri, Kansas" (A copy of this report is attached.)

This report was fully discussed, with addendum information being subjitted by Office of Education Committee representatives and the WPA Committee representative, which had not been available to the Acting Chairman prior to the meeting.

It was apparent to the Acting Chairman and to the Committee that data available through State Employment Services on labor demand was generally inadequate for the region as a whole and for certain plants in specific communities. Source material used by the Acting Chairman in the preparation of the labor supply and labor needs summary contained numerous "blanks."

The Committee discussed at length these deficiencies in labor demand data. Difficulties being experienced by the Employment Service in securing specific information from employers on anticipated time hires, by occupations, were analyzed. The Committee concurred in the Acting Chairman's recommendation that:

1. State Employment Services in the region be apprised of their full, yet singular responsibility, for getting accurate demand data;

2. Other constituent agencies are to cease contacting defense employers for demand data, and are to look to the Employment Service for production thereon; Office of Education, National Youth Administration, and Work Projects Administration Committee members and consultants are to notify their respective agencies that employer

contacts are not to be made by them for the purpose of seeking demand data;

3. The Acting Chairman shall construct demand schedules for defense construction and defense production separately. These demand schedules shall reflect the demands in specific occupations and hires as to hiring dates. The data to be first recorded shall be secured on a current basis from the State Employment Services. If the local office representatives and administrative office representatives of the State Employment Service are unable to secure specific and complete current data, the Regional Labor Supply Officer of the United States Employment Service shall be advised, and action shall be taken by him in cooperation with State Employment Service officials, to assure the getting of the demand data. Said demand data shall be compiled by selected areas and for the region as a whole.

4. The Regional Labor Supply Committee will reserve assistance action with respect to securing said demand data until such time as the State Employment Service officials and the Regional Labor Supply Officer of the United States Employment Service have exhausted all means to secure same.

5. The Regional Labor Supply Committee, or duly constituted sub-committee, will, if necessary, make specific estimates with respect to specific employers' demands if demand data is not forthcoming from plant officials, and/or will contact employers as representatives of the Committee to obtain such data.

The Committee took similar action with respect to supply data and instructed the Acting Chairman to prepare Employment Service available worker data and defense training data, by selected areas, and for the region as a whole. Supply data will be matched against demand data.

The Office of Education Committee members and the National Youth Administration Committee member are to furnish specific defense training data for all training facilities under their jurisdiction in the region. Their reports are to include location of schools, courses, number in courses, length of courses, trainee graduation schedule by course, number of stations, and expansion estimates. Expansion estimates are considered necessary to permit evaluation of facilities for increased training in those occupations where accelerated training either for a selected area or for the region as a whole is predictable.

The consultant on Engineering, Science and Management Defense Training is to furnish the Acting Chairman with similar information for the region, and by selected areas.

The Acting Chairman advised the Committee that action would be commenced immediately to carry out the assignment.

It was emphasized that the Committee, by consolidating the labor force and demand information for the region, was not duplicating similar local and State constituent agency singular or joint analyses. Quite to the contrary, the Regional Labor Supply Committee by so doing is setting a pattern for procurement and use of such data by the State and Local Councils of Administrators. It is known that decisions by the Councils are being made on the basis of woefully insufficient supply and demand information.

The Committee considered during its discussions of inadequate labor force and demand information several situations that involve recruitment problems. Discussions resulted in the following action:

1. The ESMDT representatives are to expedite local employment service office registration of students taking or completing their courses.

2. ESMDT officials are to use local offices of State Employment Services for the purpose of recruiting students for ESMDT courses, in conjunction with other methods now employed.

3. The Regional Labor Supply Officer of the United States Employment Service is to advise State Employment Service officials to take such action and work out such procedures as will assure the registration of ESMDT students.

4. The Regional Labor Supply Officer, through State Employment Services, is to take such action as may be desirable to insure more complete local employment service office registration of available members of organized labor.

5. The Regional Labor Supply Officer in his contacts with State Employment Services is to emphasize the need for complete and up-to-date registration of all WPA workers, and to take such action as will assure full placement consideration of WPA workers in defense and non-defense employment.

In connection with the discussions on recruitment, training, and placement, the recruitment and training of the negro for defense employment was thoroughly aired. The Committee took the following action:

1. Instructed the Acting Chairman to notify the State Councils of Administrators that the recommendation of the Ninth Regional Labor Supply Committee with regard to making available defense training opportunities to the negro is as follows:

> "In accordance with the policies of the Office of Production Management, the Ninth Regional Labor Supply Committee hereby recommends that the State Boards of Vocational Education provide training facilities for and training of negroes, wherever possible, in occupations essential to national defense."

Discussions were specific concerning the needs for standardization of training. It was pointed out that in attempting to compile information on the defense training programs in the area, the names of courses, duration, composition of courses of study, equipment designations, etc., were so dissimilar and at variance that it was practically impossible for the Acting Chairman to consolidate an intelligent report on defense training. The need for standardization is apparent if labor force and demand information is to be intelligently consolidated and used.

It was the Committee's wish, after considerable discussion, that the representatives of the Office of Education on the Ninth Regional Labor Supply Committee work together to bring about such standardization, at least for the four States in Region IX. The Committee further indicated that if the Office of Education representatives desired to do so, they might take the matter up with their national office and recommend that consideration be given nation-wide toward attaining the same objective. It was pointed out by Office of Education representatives that such efforts are being made with respect to training courses for occupations involving aircraft repair and maintenance and shipbuilding, and that consideration was perhaps being given to aircraft assembly and subassembly along the same lines.

The discussion of training standards isolated the Kansas City, Missouri - Kansas City, Kansas, defense training situation, where there is wide divergence of training standards and methods, such training however being directed toward the specific needs of one aircraft plant located in the metropolitan area.

The two school systems are apparently zealous, if not jealous, concerning their individual autonomies. Several approaches were suggested for getting at the Kansas City metropolitan area defense training problem. The Committee, however, concluded on one as follows:

1. A letter to go to the Directors of the State Vocational Education programs in Kansas and Missouri, from the Committee, setting forth the need for training to standards and for the employment of identical or near identical training methods in the metropolitan Kansas City area:

Additional situations somewhat similar at St. Louis, Missouri, and East St. Louis, Illinois, and at Tulsa, Oklahoma, were discussed. It was concluded that similar action in these situations would not be taken at this time.

The Office of Education Committee member responsible is to follow up on the metropolitan Kansas City problem and report developments to the Committee at its next meeting.

Consideration of this problem resulted in a by-product, namely, the need for getting collective action by the Local Councils of Administrators with respect to defense problems of metropolitan Kansas City and St. Louis.

The Committee instructed the Acting Chairman to communicate with the Acting Chairman of the Sixth Regional Labor Supply Committee and request that the Sixth Region's Committee urge the Illinois State Council of Administrators to take such steps as will assure collective action by the East St. Louis, Illinois, Local Council of Administrators with the St. Louis, Missouri, Local Council.

The Committee further instructed the Chairman to take similar action for the Ninth Region Committee with the Missouri State Council of Administrators with respect to St. Louis, Missouri.

The Committee agreed to withhold action for the two Kansas Cities, until a greater degree of similarity of action on defense training had been achieved, and until the Regional Labor Supply Officer could effectuate a central placement operation for the serving of defense plants in the metropolitan Kansas City area by the two State Employment Services.

During its deliberations the Committee considered from time to time, as the discussion of specific problems progressed, the relationships that must necessarily exist between the Regional Labor Supply Committee and the four State Councils of Administrators.

The Committee agreed that the Acting Chairman should maintain contact with the State Councils, but that a sub-committee should not be established at this time for that purpose.

The Committee further agreed that, a representative of each of the State Councils would be requested to report in person on their activities from time to time to the Regional Labor Supply Committee at its meetings. The Committee instructed the Acting Chairman to advise the four State Councils of Administrators that such a working relationship was desired and that each State Council should designate one of its membership to be prepared to report, on call, on the activities and plans of the Council. Further, Ninth Regional Labor Supply Committee members, whose constituent agencies comprise the State Council of Administrators, are to contact their representative personally and emphasize the importance of the relationship to be established.

The Committee gave thorough consideration to Labor Supply Branch Circular #5 entitled, "A Short Statement of Labor Supply Objectives." This statement was considered to be of such moment and of such importance as to warrant rather far-reaching action by the Committee with respect to its distribution. It was therefore the Committee's order that the following action be taken:

1. Each Committee member and consultant is to make Labor Supply Branch Circular #5 immediately available to proper officials of his constituent agencies in Region IX, with specific instructions covering its distribution. Each Committee member and consultant is to report to the Acting Chairman action taken, and furnish the Acting Chairman with copies for the Committee's official records, of his letters transmitting the document to his constituent agencies, and copies of his constituent agency's covering transmittal used to effectuate total distribution.

2. The Training-within-Industry Committee representative is to contact the regional informational representative of the Office of Emergency Management in St. Louis, Missouri, and secure his cooperation in obtaining publicity through the press of the Labor Supply objectives enunciated in Labor Supply Branch Circular #5; further, the T.W.I. Committee representative is to arrange for action by the Office of Emergency Management regional informational representative, which will assure cooperation of newspaper establishments with respect to the following objective:

> "Defense contractors are not to advertise for labor, locally or otherwise, without first consulting the local employment offices as to the necessity for such action."

Although the Committee recognizes that this cooperation should be achieved at the source of the difficulty, namely advertising contractors, it was felt that if newspaper establishments would check with local employment offices in their community before accepting or running such advertisements, advertising coming to them from outside their community would be greatly minimized. The larger newspaper establishments in the region are now following this procedure, but out-State newspapers in smaller communities are not as cooperative, due probably to lack of knowledge with respect to the Branch's policy and wishes.

3. The Regional Labor Supply Officer is to take similar action relative to this specific objective with State Employment Security Agency informational representatives, to assure that newspaper establishments in communities served by full-time local employment offices are aware of the Branch's policy, and that the local employment maintain contacts with the local newspapers to assure referral of advertising requests of defense contractors to local offices before acceptance of such advertising or publication thereof.

4. The Acting Chairman was instructed to prepare an appropriate transmittal letter and to forward same with a copy of Labor Supply Branch Circular #5 to all principal defense contractors in the region; further the Acting Chairman is to make such distribution otherwise as may seem appropriate and necessary to assure adequate distribution and understanding of the Branch's Labor Supply objectives throughout the region.

The Committee further ordered the Acting Chairman to recommend to Arthur J. Fleming, Chief of the Branch, that contact be made by the Branch with proper War and Navy Department officials in Washington, D.C. in an effort to have instructions go out through official channels to War and Navy Department personnel on assignment at defense construction or production locations, these instructions by the War and Navy Departments to set forth the Branch's labor supply objectives and to order that appropriate action be taken by personnel "on location" to achieve these objectives. It was recommended that War and Navy Department officials in the field "on location" likewise be apprised of the functions and objectives of the Regional Labor Supply Committees.

During the course of the meeting further additional assignments were given to various Committee members relative to the following:

1. Failure of constituent agencies in the States to get timely instructions out to operating staff relative to Labor Branch policies of the Office of Production Management and instructions on defense training.

Committee representatives of the Office of Education and National Youth Administration were instructed to contact the administrative heads of their constituent agencies in the States and instruct them to speed up dissemination to staff of instructions and policies emanating with the Labor Supply Branch or with the Director of Defense Training, Federal Security Agency. Several reports have been received which reveal that local school boards and superintendents of schools, and local NYA administrators have not yet received instructions issued by the Director of Defense Training and approved by him on June 19, 1941, entitled, "Administrative Procedures Governing Conduct of National Defense Training Programs of the Federal Security Agency" and "Instructions and Policies Governing Conduct of National Defense Programs of the Federal Security Agency."

2. Development of a labor reservoir at Wichita, Kansas.

Reports indicate that a backlog of trainees is being built up at Wichita, Kansas, and that such backlog will not be in demand in whole or in part in some instances for a period in excess of 90 days.

The Committee instructed the Office of Education Committee member, responsible for Kansas, to ascertain the actual current extent and size of this backlog and report to the Acting Chairman his findings and recommendations. In this assignment, the Office of Education representative will be acting for the Committee.

3. The Defense Vocational Training School at Wichita, Kansas, is making charges for physical examinations of trainees, and is assessing a charge for fingerprinting.

The physical examination charge is a "two-time" proposition, the employer requiring the trainee before employment to submit

to and pay for a second physical examination.

On the basis of advice received from Martin P. Carpenter, Chief, U. S. Employment Service by the Regional Labor Supply Officer, the Office of Education representative responsible for Kansas was assigned the responsibility for exploring the possibility and determining whether or not the cost of physical examinations could be borne by the employers, and if not, by the schools, with reimbursement from Office of education defense training funds.

4. Possible expansion of light and medium tank production was discussed by the Committee, pursuant with the August 5 communication from the Chief of the Branch.

The Training-within-Industry representative and the Regional Labor Supply Officer were assigned responsibilities incident to the Chief's request. A report to the Chief is to be made on August 8 by the Acting Chairman, in order that the information may be considered by the Labor Supply Branch on August 11.

The Committee concluded its second meeting without setting a definite date for its third meeting. The third meeting will be on call of the Acting Chairman.

The Committee felt that its second meeting was definitely productive and that plans for action will produce definitely needed results. A copy of the second meeting agenda is attached.

Respectfully submitted,

Glenn A. Brockway, Acting Chairman,
Ninth Regional Labor Supply Committee,
Labor Division, Labor Branch,
Office of Production Management

Attachments 2



RLSC-IA-M.2

OFFICE OF PRODUCTION MANAGEMENT

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

AGENDA

Meeting Place:
Committee Headquarters
414 Dierks Building
Kansas City, Missouri

Date:
September 8-9, 1941

- o -

Monday, September 8

Morning Session

Introduction of New Committee Members and Guests

Review of Committee Minutes - July 31, August 1, 1941, Meeting

Report on Committee Assignments - July 31, August 1, 1941, Meeting

(a) Acting Chairman
(b) Committee Members

New Committee Business

(a) Agenda Proposals
(b) State Council of Administrator Reports
(c) Designation of Meeting Centers
(d) Schedule of Meetings
(e) Establishment of Sub-Committees

Afternoon Session

Round Table Discussion of:

(a) Critical Occupation Shortages
(b) Negotiated Transfers of Skilled Workers from Non-Defense to Defense Employment
(c) Priorities of Critical Defense Items
(d) Procedure for Handling the Conversion of Labor Displaced as a Result of Material Priorities
(e) Disruptive Recruitment Practices

Tuesday, September 9

Morning Session

Report on Defense Construction Demands - Acting Chairman

(Discussion)

Report on Defense Production Demand and Supply - Acting Chairman

(Discussion)

Afternoon Session

1:30 - 2:30 - Meetings of Sub-Committees

2:30 - 4:30 - Allocation of Committee Assignments - General Business Session

OFFICE OF PRODUCTION MANAGEMENT

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

Place: Committee Headquarters
414 Dierks Building
Kansas City, Missouri

Dates: September 8-9, 1941

ADDENDUM TO
MINUTES
THIRD MEETING

The attached additional labor demand and supply data were inadvertently omitted from the attachments to the regular third meeting minutes. Will you therefore consider these data a part of the total material discussed by the Committee at its third meeting.

Glenn E. Brockway

Glenn E. Brockway, Acting Chairman,
Ninth Regional Labor Supply Committee,
Labor Division, Labor Branch,
Office of Production Management

Attachments

DEMAND AND SUPPLY OF DEFENSE
PRODUCTION WORKERS

TULSA, OKLAHOMA. *

| Occupation | Total** | Aug. and Sept. | Oct. thru Jan. | Supply (Active File) Tulsa | State Total | Approvd for Training |
|---|---|---|---|---|---|---|
| Total | 14030 | 30 | | 294 | 1158 | |
| Die Maker | 3 | 3 | | 0 | 2 | Yes |
| Molding Bench | 1 | 1 | | 0 | 10 | Yes |
| Machinist, Apprentice | 5 | 5 | | * | * | No |
| Machinist, Bench | 5 | 5 | | 0 | 18 | Yes |
| Engine Lathe Operator | 2 | 2 | | 25 | 63 | Yes |
| Milling Machine Operator | 2 | 2 | | 2 | 5 | Yes |
| Welder, Acetylene | 298 | 1 | | 44 | 336 | Yes |
| Heat Treater | 1 | 1 | | 0 | 0 | Yes |
| Punch-Press Operator, Automatic | 2 | 2 | | 2 | 6 | Yes |
| Airplane Rigger | 1 | 1 | | 1 | 1 | Yes |
| Drop Hammer Operator II | 1 | 1 | | 1 | 2 | No |
| Airplane Inspector | 1144 | 2 | | 2 | 3 | Yes |
| Detail Assemblers | 722 | 2 | | 3 | 3 | No |
| Final Assembler I | 1781 | 2 | | 2 | 3 | No |
| Airplane Mechanic | 170 | | | 5 | 24 | Yes |
| Airplane Rigger | 127 | | | 1 | 1 | Yes |
| Armorer | 169 | | | * | * | No |
| Bucker-Up I | 1249 | | | * | * | Yes |
| Electrician, Airplane | 594 | | | 0 | 0 | Yes |
| Fuselage-Frame Builder | 1007 | | | 0 | 0 | Yes |
| Paint Boy | 32 | | | * | * | No |
| Paint-Touch-Up Man | 137 | | | * | * | No |
| Painter-Helper | 150 | | | * | * | No |
| Painter, Sign | 60 | | | 8 | 23 | No |
| Painter, Spray | 127 | | | 18 | 89 | No |
| Rib-Frame Builder | 524 | | | 0 | 0 | Yes |
| Riveter, Aircraft | 1249 | | | 5 | 15 | Yes |
| Skin Man | 889 | | | 1 | 3 | Yes |
| Spar Builder | 424 | | | 0 | 0 | Yes |
| Stencil Cutter, Hand | 8 | | | * | * | No |
| Tail-Surface-Frame Builder | 424 | | | 0 | 0 | Yes |
| Upholsterer II | 85 | | | 4 | 14 | No |
| Welder, Arc | 42 | | | 38 | 120 | Yes |
| Welder, Aluminum | 129 | | | 44 | 236 | Yes |
| Welder, Combination | 42 | | | 41 | 174 | No |
| Wing-Frame Builder | 424 | | | 7 | 7 | Yes |
| Adm. & Clerical | 2100 | | | * | * | Yes |

* Current date not available.

** Includes anticipated hires at Douglas Aircraft Plant. Induction schedules not available.

LABOR NEEDS OF SPARTAN AIRCRAFT CO.
TULSA, OKLAHOMA

8-18-41

| Occupation | LABOR NEEDS | | | |
|---|---|---|---|---|
| | Total | Aug. and Sept. | Oct. and Nov. | Dec. and Jan. |
| Total | 30 | 30* | | |
| Die Maker | 3 | 3 | | |
| Molder, Bench | 1 | 1 | | |
| Machinist Apprentice | 5 | 5 | | |
| Machinist, Bench | 5 | 5 | | |
| Engine Lathe Operator | 2 | 2 | | |
| Milling Machine Operator | 2 | 2 | | |
| Welder, Acetylene | 1 | 1 | | |
| Heat Treater | 1 | 1 | | |
| Punch-Press Operator, Automatic | 2 | 2 | | |
| Airplane Rigger | 1 | 1 | | |
| Drop Hammer Operator II | 1 | 1 | | |
| Airplane Inspector | 2 | 2 | | |
| Detail Assemblers | 2 | 2 | | |
| Final Assembler I | 2 | 2 | | |

*Plant to be at peak production with these hires.

LABOR NEEDS OF DOUGLAS AIRCRAFT COMPANY, INC.,
TULSA, OKLAHOMA

8-18-41

| Occupation | LABOR NEEDS | | | |
|---|---|---|---|---|
| | Total | Aug. and Sept. | Oct. and Nov. | Dec. and Jan. |
| Total | 14000 | Reaching this peak in June, 1942 | | |
| Airplane Inspector | 1142 | | | |
| Airplane Mechanic | 170 | | | |
| Airplane Rigger | 127 | | | |
| Armorer | 169 | | | |
| Bucker-Up I | 1249 | | | |
| Detail Assembler | 720 | | | |
| Electrician, Airplane | 594 | | | |
| Final Assmebler, I | 1779 | | | |
| Fuselage-Frame Builder | 1007 | | | |
| Paint Boy | 32 | | | |
| Paint-Touch-Up Man | 137 | | | |
| Paint Helper | 150 | | | |
| Painter, Sign | 60 | | | |
| Painter, Spray | 127 | | | |
| Rib-Frame Builder | 424 | | | |
| Riveter, Aircraft | 1249 | | | |
| Skin Man | 889 | | | |
| Spar Builder | 424 | | | |
| Stencil Cutter, Hand | 8 | | | |
| Tail-Surface-Frame Builder | 424 | | | |
| Upholsterer II | 85 | | | |
| Welder, Acetylene | 297 | | | |
| Welder, Arc | 42 | | | |
| Welder, Aluminum | 129 | | | |
| Welder, Combination | 42 | | | |
| Wing-Frame Builder | 424 | | | |
| Adm. & Clerical | 3100 | | | |

Above occupational pattern and distribution of workers based on occupational composition study for assembly of all metal airplanes.

DEMAND AND SUPPLY OF DEFENSE
PRODUCTION WORKERS

WICHITA, KANSAS *

| Occupation | Demand | | | | Supply (Active File) | | Approved for Training |
|---|---|---|---|---|---|---|---|
| | Total | Aug. and Sept. | Oct. and Nov. | Dec. and Jan. | Wichita | State Total | |
| Total | 2216 | 883 | 806 | 527 | 141 | 430 | |
| Machinist II | 135 | 22 | 50 | 63 | 10 | 88 | Yes |
| Welder, Acetylene | 94 | 45 | 15 | 34 | 36 | 152 | Yes |
| Airplane Woodworker | 1115 | 175 | 550 | 390 | 2 | 7 | Yes |
| Riveter, Aircraft | 261 | 245 | 16 | | 44 | 54 | Yes |
| Sheet Metal Layout Man | 85 | 85 | | | 1 | 8 | Yes |
| Detail Assembler | 125 | 125 | | | 4 | 11 | No |
| Final Assembler I | 250 | 110 | 140 | | 6 | 16 | No |
| Power-Shear Opr. I | 10 | 10 | | | -0- | 9 | No |
| Sheet Metal Worker | 55 | 50 | 5 | | 37 | 81 | Yes |
| Tool Maker | 86 | 16 | 30 | 40 | 1 | 4 | Yes |

*Includes production plants in Wichita only. Kansas City, Kansas, needs and supply included in summaries for Kansas City, Missouri.

LABOR NEEDS OF CESSNA AIRCRAFT COMPANY
WICHITA, KANSAS

8-13-41

| Occupation | Labor Needs | | | |
|---|---|---|---|---|
| | Total | Aug and Sept | Oct and Nov | Dec and Jan |
| Total | 271 | 148 | 51 | 72 |
| Welder, Acetylene | 79 | 35 | 10 | 34 |
| Airplane Woodworkers | 30 | 30 | | |
| Sheet Metal Worker | 30 | 25 | 5 | |
| Machinist II | 40 | 7 | 10 | 23 |
| Riveter, Aircraft | 61 | 45 | 16 | |
| Tool Maker | 31 | 6 | 10 | 15 |

LABOR NEEDS OF STEARMAN AIRCRAFT CO
WICHITA, KANSAS

8-13-41

| Occupation | Labor Needs | | | |
|---|---|---|---|---|
| | Total | Aug and Sept | Oct and Nov | Dec and Jan |

George Trombold, Personnel Director for Stearman, states that their plans for the next few months are so indefinite that it is absolutely impossible to give any indication of their labor needs. Their production schedule on a primary trainer which they manufacture has been reduced to such an extent that large scale transfers are being made within their plant. They are on schedule on the bomber parts which they manufacture in their new plant and anticipate no hiring beyond re-placements until their expansion program is completed about 2-1-42.

LABOR NEEDS OF CULVER AIRCRAFT COMPANY
WICHITA, KANSAS

8-21-41

| Occupation | Labor Needs | | | |
|---|---|---|---|---|
| | Total | Aug and Sept | Oct and Nov | Dec and Jan |
| Total | 120 | 20 | 50 | 50 |
| Airplane Woodworker | 120 | 20 | 50 | 50 |

OCCUPATIONS FOR WHICH DEFENSE TRAINING HAS BEEN PLANNED FOR EMPLOYERS IN ST. LOUIS AREA

8-20-41

| OCCUPATION | TOTAL | EMPLOYER FOR WHICH TRAINING IS BEING GIVEN | | | | |
|---|---|---|---|---|---|---|
| | | Emerson Electric | St. Louis Aircraft | Curtiss Wright | McDonnell Aircraft | Combustion Engine Company |
| TOTAL | 6045 | 447 | 308 | 5065 | 165 | 60 |
| Punch Press Operators | 24 | 24 | | | | |
| Centerless Grinder Operator | 5 | 5 | | | | |
| Horiz. Mach.Op.Sem-Auto. | 43 | 43 | | | | |
| Sing.Spindle Drill Press Op. | 50 | 30 | 20 | | | |
| Radial Drill Press Operator | 34 | 34 | | | | |
| Mult.Sing.Drill Press Oper. | 30 | 30 | | | | |
| Tool Grinder Operator | 7 | 7 | | | | |
| Surface Grinder Operator | 4 | 4 | | | | |
| Internal Grinder Operator | 43 | 3 | | 40 | | |
| Universal Grinder Operator | 8 | 8 | | | | |
| External Grinder Oper. II | 48 | 8 | | 40 | | |
| Milling Machine Operator | 129 | 89 | | 40 | | |
| Turret Lathe Operator | 250 | 125 | | 125 | | |
| Engine Lathe Operator | 162 | 37 | | 125 | | |
| Bench Machinist | 125 | | | 125 | | |
| Riveter, Aircraft | 3942 | | 52 | 3785 | 105 | |
| Welder, Arc | 60 | | | | | 60 |
| Sheet Metal Worker, Aircraft | 875 | | 140 | 675 | 60 | |
| Welder, Acetylene | 206 | | 96 | 110 | | |

PUBLIC SCHOOL DEFENSE TRAINING CAPACITY
AND ENROLLMENT, 8-25-41

OKLAHOMA

| COURSES | TOTAL | | STILLWATER | | TULSA | | OKLAHOMA CITY | |
|---|---|---|---|---|---|---|---|---|
| | Capacity | Enrollment | Capacity | Enrollment | Capacity | Enrollment | Capacity | Enrollment |
| TOTAL | 2860 | 1098 | 352 | 200 | 1010 | 270 | 340 | 140 |
| Aircraft Sheetmetal | 670 | 610 | 30 | 60 | 130 | 130 | 80 | 80 |
| Machine Shop | 220 | 250 | 20 | 40 | 60 | 120 | 20 | 40 |
| Eng. Service Mech. | 200 | 80 | 40 | 40 | 60 | | 20 | 20 |
| Arc Welding | 314 | 78 | 52 | | 60 | | 60 | |
| Acetylene Welding | 376 | | 60 | | 40 | | 60 | |
| Aircraft Woodwork* | 220 | 40 | 40 | 40 | 40 | | 20 | |
| Inspector Training | 140 | 20 | 20 | 20 | 40 | | 40 | |
| Auto Mechanics | 180 | 20 | 40 | | 40 | 20 | 40 | |
| Aircraft Assembly | 540 | | | | 540 | | | |

| | MUSKOGEE | | OKMULGEE | | PONCA CITY | | SAND SPRINGS | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 140 | 80 | 120 | 40 | 190 | 67 | 74 | |
| Aircraft Sheetmetal | 20 | 60 | 40 | 40 | 60 | 20 | | |
| Machine Shop | 40 | 20 | | | 40 | 15 | | |
| Eng. Service Mech. | 20 | | | | | | | |
| Arc Welding | | | | | 36 | 32 | 24 | |
| Acetylene Welding | | | | | 34 | | 30 | |
| Aircraft Woodwork | 20 | | 20 | | 20 | | 20 | |
| Inspector Training | 40 | | | | | | | |
| Auto Mechanics | | | 60 | | | | | |

| | ARDMORE | | ENID | | CHICKASHA | | CHILOCCO | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 40 | 40 | 60 | 40 | 60 | 20 | 60 | 20 |
| Aircraft Sheetmetal | 40 | 40 | 40 | 40 | 60 | 20 | 60 | 20 |
| Eng. Service Mech. | | | 20 | | | | | |

| | NORMAN | | SEMINOLE | | SAPULPA | | WETUMKA | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 40 | 15 | 60 | 40 | 40 | 60 | 40 | 20 |
| Aircraft Sheetmetal | | | 40 | 40 | 20 | 60 | | |
| Machine Shop | 40 | 15 | | | | | | |
| Engine Serv. Mech. | | | | | | | 40 | 20 |
| Aircraft Woodwork* | | | 20 | | 20 | | | |

| | BARTLESVILLE | | DRUMRIGHT | | JAY | | ATOKA | | CLEVELAND | |
|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 50 | 32 | 48 | 00 | 52 | 00 | 42 | 00 | 42 | 00 |
| Arc Welding | 20 | 32 | 18 | | 20 | | | | 24 | |
| Acetylene Welding | 30 | | 30 | | 32 | | 42 | | 18 | |

TRAINEE GRADUATION SCHEDULE

NUMBER I PROGRAM

| NAME OF COURSE | SEPTEMBER 1 | SEPTEMBER 15 | OCTOBER 1 |
|---|---|---|---|
| Aircraft Sheet metal | 265 | 150 | 125 |
| Machine Shop | 150 | 75 | 50 |
| Airplane Mechanics | 20 | 15 | 10 |
| Arc Welding | 30 | 15 | 30 |
| Inspector Training | 10 | 5 | 5 |
| Auto Mechanics | 10 | 5 | 5 |

The majority of our pre-employment courses were scheduled to graduate their students around September 1 to September 15. However, there is really no graduation date for any course since many of the students complete the course each week and new persons are enrolled.

NUMBER OF STATIONS AND ENROLLMENT IN N.Y.A. DEFENSE TRAINING

OKLAHOMA Aug.25,1941

| COURSES | TOTAL | | TULSA | | MUSKOGEE | | OKLAHOMA CITY | |
|---|---|---|---|---|---|---|---|---|
| | Sta-tion | enroll ment | sta-tions | Enroll ment | Sta-tions | Inrol ment | Sta-tions | Enroll ment |
| TOTAL | 1074 | 2049 | 152 | 456 | 36 | 225 | 25 | |
| Electrical | 20 | | | | | | 20 | |
| Radio | 65 | 180 | | | 15 | 30 | | |
| Foundry | 60 | 100 | 20 | 60 | | | | |
| Machine Shop | 104 | 213 | 30 | 90 | 25 | 75 | 25 | |
| Com.Sheet Metal | 237 | 540 | 40 | 120 | 26 | 78 | 26 | |
| Welding (Arc & Acet.) | 150 | 246 | 26 | 78 | 16 | | 10 | |
| Forge | 32 | 114 | 12 | 36 | 4 | 42 | 4 | |
| Pattern Making | 294 | 512 | 24 | 72 | | | | |
| Auto Mechanics | 112 | 144 | | | | | 20 | |

| | OK OLGIE | | ANTLERS | | PAUL'S VALLEY | | GUTHRIE | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 40 | 45 | 25 | | 55 | | 35 | |
| Pattern Making | 25 | 15 | 15 | | 40 | | 35 | |
| Auto Mechanics | 15 | 30 | 10 | | 15 | | | |

| | ARDMORE | | DURANT | | BRISTO | | CHICKASHA | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 70 | 140 | 20 | | 40 | 120 | 111 | 208 |
| Foundry | | | 20 | | | | 20 | 40 |
| Machine Shop | | | | | | | 24 | 48 |
| Com. Sheet Metal | 18 | 36 | | | 12 | 36 | 25 | 50 |
| Welding (Arc & Acet.) | 12 | 24 | | | 3 | 24 | 3 | |
| Forge | | | | | | | 4 | |
| Pattern Making | 25 | 50 | | | 20 | 60 | 35 | 70 |
| Auto Mechanics | 15 | 30 | | | | | | |

| | ENID | | LANGUM | | WEATHERFORD | | CORDELL | |
|---|---|---|---|---|---|---|---|---|
| TOTAL | 60 | 180 | 60 | 120 | 60 | 140 | 70 | 140 |
| Com.Sheet Metal | 20 | 60 | 15 | 30 | 20 | 60 | 20 | 40 |
| Welding (Arc & Acet.) | 10 | 30 | 15 | 30 | 20 | 20 | 20 | 40 |
| Pattern Making | 20 | 60 | 20 | 60 | 20 | 60 | 15 | 30 |
| Auto Mechanics | 10 | 30 | | | | | 15 | 30 |

NUMBER OF STATIONS AND ENROLLMENT IN N.Y.A. DEFENSE TRAINING

OKLAHOMA Aug.25,1941

(Continued)

| COURSE | TONKAWA | | MUSKOGEE (N) | |
|---|---|---|---|---|
| | Stations | Enrollment | Stations | Enrollment |
| TOTAL | 50 | 150 | 45 | 90 |
| Radios | 50 | 150 | | |
| Com.Sheet Metal | | | 15 | 30 |
| Welding (arc & acet.) | | | 10 | |
| Forge | | | 8 | 36 |
| Auto Mechanics | | | 12 | 24 |

CAPACITY OF N.Y. TRAINING STATIONS AND
ENROLLMENT IN PUBLIC TRAINING COURSES

ARKANSAS

8-1-41

| COURSE | MELBORNE | | SLAGGY | | Batesville | | NEW PORT | |
|---|---|---|---|---|---|---|---|---|
| | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment |
| Total | 180 | | 156 | | 105 | | 105 | |
| Sheet Metal | 60 | | 51 | | | | | |
| Welding | 12 | | | | | | | |
| Woodworking | 108 | | | | | | 75 | |
| Machine | | | 105 | | | | | |
| Power Sewing | | | | | 105 | | | |
| Auto Mechanic | | | | | | | 30 | |

| | EL DORADO | | MAGNOLIA | | CAMDEN | | PRESCOTT | |
|---|---|---|---|---|---|---|---|---|
| | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment |
| Total | 66 | 34 | 108 | | 45 | 21 | 42 | |
| Sheet Metal | | 14 | 45 | | | 10 | | |
| Welding | | 20 | 21 | | | | | |
| Woodworking | | | 42 | | | | | |
| Machine | 30 | | | | | 11 | | |
| Power Sewing | 36 | | | | | | 42 | |
| Radio | | | | | 45 | | | |

| | MONTICELLO | | SMACKOVER | | WARREN | | CLARKSVILLE | |
|---|---|---|---|---|---|---|---|---|
| | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment |
| Total | 54 | 19 | 36 | | 45 | | 108 | |
| Sheet Metal | | | | | | | 48 | |
| Welding | | 11 | | | | | | |
| Woodworking | 54 | | | | 45 | | | |
| Machine | | 8 | | | | | | |
| Auto Mechanics | | | 36 | | | | 60 | |

CAPACITY OF N.Y.A. TRAINING STATIONS AND
ENROLLMENT IN PUBLIC TRAINING COURSES

ARKANSAS (Continued)

3-1-41

| COURSE | LITTLE ROCK N.Y.A. Capacity | LITTLE ROCK Public Enrollment | PINE BLUFF N.Y.A. Capacity | PINE BLUFF Public Enrollment | FAYETTEVILLE N.Y.A. Capacity | FAYETTEVILLE Public Enrollment | RUSSELVILLE N.Y.A. Capacity | RUSSELVILLE Public Enrollment |
|---|---|---|---|---|---|---|---|---|
| Total | 165 | 91 | 45 | 69 | 132 | | 132 | |
| Sheet Metal | 43 | 9 | | | 36 | | 36 | |
| Welding | 12 | | | | 18 | | 18 | |
| Woodworking | 75 | | 45 | | 78 | | 78 | |
| Machine | | 10 | | | | | | |
| Auto Mechanics | 30 | | | | | | | |
| Radio | | | | 15 | | | | |
| Airplane Engine Mechanics | | 24 | | | | | | |
| Intern.Combustion Engine | | 36 | | 33 | | | | |
| Tool Dressing | | 12 | | | | | | |
| Elect. Trouble Shooting | | | | 13 | | | | |
| Armature Winding | | | | 8 | | | | |

| | FORT SMITH | | MANSFIELD | | BLYTHEVILLE | | CARLISLE | |
|---|---|---|---|---|---|---|---|---|
| Total | 120 | 31 | 36 | | | 11 | | 10 |
| Welding | | 31 | | | | 11 | | 10 |
| Woodworking | 60 | | 36 | | | | | |
| Power Sewing | 60 | | | | | | | |

| | DE.IT | | MONTICELLO | | HOT SPRINGS | | JONESBORO | |
|---|---|---|---|---|---|---|---|---|
| Total | | 8 | | 8 | | 14 | | 10 |
| Welding | | | | | | | | 10 |
| Machine Tool | | 8 | | | | 14 | | |
| Radio | | | | 8 | | | | |

| | DARDANELLE | | LONOKE | | MALVERN | | MARION | |
|---|---|---|---|---|---|---|---|---|
| Total | | 10 | | 12 | | 38 | | 10 |
| Sheet Metal | | | | 12 | | | | |
| Welding | | 10 | | | | 20 | | 10 |
| Machine Tool | | | | | | 8 | | |
| Elec. Motor Repair | | | | | | 10 | | |

CAPACITY OF N.Y.A. TRAINING STATIONS AND
ENROLLMENT IN PUBLIC TRAINING COURSES

ARKANSAS (Continued)

8-1-41

| COURSE | MENA | | PARIS | | STUTTGART | | TEXARKANA | |
|---|---|---|---|---|---|---|---|---|
| | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment | N.Y.A. Capacity | Public Enrollment |
| Total | | 15 | | 20 | | 10 | | 34 |
| Welding | | 15 | | | | | | 21 |
| Machine Tool | | | | 10 | | | | |
| Electric Construction | | | | 10 | | 10 | | |
| Electric Motor Repair | | | | | | | | 13 |

| COURSE | STATE TOTAL | |
|---|---|---|
| | N.Y.A. Capacity | Public Enrollment |
| Total | 1680 | 475 |
| Sheet Metal | 324 | 45 |
| Welding | 81 | 169 |
| Woodworking | 696 | 0 |
| Machine | 135 | 29 |
| Power Sewing | 243 | 0 |
| Auto Mechanics | 156 | 0 |
| Radio | 45 | 23 |
| Airplane Mfg. Mechanics | 0 | 24 |
| Internal Combustion Eng. | 0 | 69 |
| Tool Dressing | 0 | 12 |
| Elec. Trouble Shooting | 0 | 13 |
| Armature Winding | 0 | 8 |
| Electric Motor Repair | 0 | 23 |
| Electric Construction | 0 | 20 |
| Machine Tool | 0 | 40 |

PROPOSED PUBLIC TRAINING COURSE

LITTLE ROCK

| COURSE | STATIONS | CAPACITY |
|---|---|---|
| Total | 427 | 1281 |
| Machinist II | 50 | 150 |
| Airplane Mechanic | 30 | 90 |
| Patternmaker, Wood | 25 | 75 |
| Drafting, Mechanical | 32 | 96 |
| Elec. Motor Repair | 30 | 90 |
| Radio Operator | 30 | 90 |
| Welder, Arc | 35 | 105 |
| Welder, Acetylene | 20 | 60 |
| Pipefitter | 25 | 75 |
| Riveter, Aircraft | 100 | 300 |
| Aircraft Woodwork | 50 | 150 |

# PUBLIC TRAINING FACILITIES

## MISSOURI

| COURSES | St. LOUIS Capacity 3-shifts | St. LOUIS In Training 7-15-41 | ST.LOUIS COUNTY Capacity 3-shifts | ST.LOUIS COUNTY In Training 7-15-41 | KANSAS CITY Capacity 3-shifts | KANSAS CITY In Training 7-15-41 |
|---|---|---|---|---|---|---|
| **TOTAL** | 2154 | 334 | 552 | 211 | 1395 | 512 |
| Aircraft Riveting | 120 | 0 | 120 | 0 | 216 | 0 |
| Aircraft Sheet Metal | 150 | 68 | 180 | 172 | 216 | 191 |
| Chipping(metal or air hammer) | 30 | 39 | | | | |
| Electric Welding | 75 | 30 | 24 | 12 | 27) | 0 |
| Gas Welding | 114 | 197 | 48 | 0 | 225) | 166 |
| Machine Operation | 540 | 25 | 45 | 0 | 141 | 60 |
| Metal Work (bench or general) | 450 | 0 | 30 | 0 | 60 | 0 |
| Sheet Metal Work (General) | 165 | 0 | 45 | 14 | 75 | 60 |
| Sheet Metal Layout | 90 | 0 | | | 225 | 0 |
| Template Layout (Lofting) | 90 | 15 | | | | |
| Tool and Die Making | 60 | 0 | 60 | 13 | 75 | 0 |
| Wood Patternmaking | 270 | 0 | | | 90 | 20 |
| Foundry Work | | | | | 45 | 15 |

| | NORTH KANSAS CITY | | JOPLIN | | ST.JOSEPH | |
|---|---|---|---|---|---|---|
| TOTAL | 192 | 97 | 246 | 102 | 252 | 12 |
| Aircraft Riveting | 24 | 39 | 30 | 0 | 60 | 0 |
| Aircraft Sheet Metal | 18 | 0 | 30 | 37 | 60 | 0 |
| Electric Welding | 24 | 10 | | | 30 | 0 |
| Gas Welding | | | 42 | 30 | 30 | 0 |
| Machine Operation | 30 | 0 | 39 | 0 | 36 | 0 |
| Metal Work(bench or general) | 36 | 0 | 12 | 0 | | |
| Sheet Metal Work (general) | | | 15 | 0 | | |
| Sheet Metal Layout | 60 | 38 | 24 | 25 | | |
| Template Layout (Lofting) | | | 18 | 0 | | |
| Tool and Die Making | | | 36 | 10 | 36 | 0 |
| Wood Patternmaking | | | | | | 12 |

| | COLUMBIA | | FLAT RIVER | | LEAD BELT AREA | |
|---|---|---|---|---|---|---|
| **TOTAL** | 45 | -0- | -0- | 53 | 210 | -0- |
| Aircraft Riveting | | | | | 30 | |
| Aircraft Sheet Metal | | | | 53 | 120 | |
| Gas Welding | | | | | 30 | |
| Machine Operation | 45 | | | | 30 | |

PUBLIC TRAINING FACILITIES

MISSOURI (Continued)

| COURSES | ST. CHARLES | | JEFFERSON CITY | | TRENTON | |
|---|---|---|---|---|---|---|
| | Capacity 3-Shifts | In Training 7-15-41 | Capacity 3-Shifts | In Training 7-15-41 | Capacity 3-Shifts | In Training 7-15-41 |
| TOTAL | 162 | 83 | 300 | 123 | 120 | 14 |
| Aircraft Riveting | 60 | | 60 | 66 | | |
| Aircraft Sheet Metal | 60 | 40 | 120 | 40 | | |
| Electric Welding | 21) | 23 | | | 24 | 14 |
| Gas Welding | 21) | | 30 | | 24 | |
| Machine Operation | | 15 | 45 | | 42 | |
| Metal Work(bench or general) | | | 45 | | 30 | |
| Tool and Die Making | | | | 17 | | |

| | HANNIBAL | | SPRINGFIELD | | STATE TOTAL | |
|---|---|---|---|---|---|---|
| TOTAL | 261 | 73 | 261 | 75 | 6150 | 1094 |
| Aircraft Riveting | 48 | | 60 | | 828 | 105 |
| Aircraft Sheet Metal | 12 | 73 | | 27 | 966 | 706 |
| Chipping(metal or Airhammer) | | | | | 30 | 39 |
| Electric Welding | | | 12) | 21 | 237 | 125 |
| Gas Welding | 7 | | 24) | | 615 | 353 |
| Machine Operation | 30 | | | | 1065 | 100 |
| Metal Work (bench or general) | | | | | 663 | 0 |
| Sheet Metal Work (General) | 36 | | 60 | 27 | 396 | 101 |
| Sheet Metal Layout | 48 | | 60 | | 507 | 63 |
| Template Layout (Lofting) | | | | | 108 | 15 |
| Tool and Die Making | | | | | 267 | 40 |
| Wood Patternmaking | 60 | | 45 | | 465 | 32 |
| Foundry Work | | | | | 45 | 15 |

PUBLIC TRAINING ENROLLMENTS

KANSAS

| City | Machine Shop | Welding | Woodwork | Sheet Metal | Radio | Total |
|---|---|---|---|---|---|---|
| Wichita | 99 | 69 | 221 | 951 | | 1340 |
| Kansas City | 64* | 107 | | 315* | | 486 |
| Coffeyville | 42 | | | 34 | | 76 |
| Winfield | | | 17 | 60 | | 77 |
| El Dorado | | | | 53 | | 53 |
| Lawrence-K.U. | 32 | | | | | 32 |
| Pittsburg-KSTC | 28 | | | | | 28 |
| Atchison | 11 | | | | | 11 |
| Topeka | 12 | | | | | 12 |
| Hutchinson | | | | 17 | | 17 |
| Burlington-CCC | | | | | 27 | 27 |
| Totals | 288 | 176 | 238 | 1430 | 27 | 2132 |

*Includes 39 Negroes which cannot be placed under present employment conditions.

8454

Labor Supply Branch Circular #6

Issued:
September 4, 1941

ORGANIZATION AND PROCEDURE
FOR
REEMPLOYMENT OF DISPLACED WORKERS

In order that all the labor and productive resources of the country may be utilized to the fullest extent possible in the Nation's defense effort, all energies will be directed toward the assurance of continued employment of workers and plant capacity which are threatened with dislocation as a result of the imposition of priorities on basic raw materials and the curtailment of civilian production. The Office of Production Management has established Defense Industry Advisory Committees and Defense Labor Advisory Committees for certain commodities and industries. Other such committees will, no doubt, be established in the future. In order that there may be a complete understanding on the part of all interested in these problems, and that there be a pooling of common information, the maximum use of these groups should be made in solving these problems. The facilities of labor and management, including the above committees and their regional, state or local counterparts and government agencies, will be utilized through the allocation of defense contracts and subcontracts to critically affected areas, through the retraining or additional training of workers for defense occupations, and through the transfer of workers to defense jobs.

In achieving this objective the Labor Supply Committee, Labor Division, Office of Production Management, has assigned to constituent and cooperating agencies the following responsibilities:

Each constituent agency in Washington will immediately notify the Executive Secretary of the Labor Supply Branch of the impending or actual displacement or dislocation of workers resulting from priorities or other reasons. The Executive Secretary will promptly inform agencies concerned of this probable or actual dislocation of labor.

PRIORITIES BRANCH will cooperate with the Defense Contract Service of OPM in locating the critical areas, and will recommend places and plants where additional defense contracts or subcontracts are needed to alleviate a severe displacement problem, and will attempt to get additional defense production allocated to such areas.

LABOR RELATIONS BRANCH will work with representatives of organized labor in meeting displacement problems which involve seniority both in the lay-off procedure and in making agreements for rehiring; and will assist in developing their cooperation and participation in registration and reemployment through the Employment Service, adjustments in connection with the transfer of workers from the jurisdiction of one union to another union and any other problems in which trade union policies, procedures or structures are involved.

DEFENSE TRAINING will secure the establishment of special training courses for those workers requiring retraining or additional training to prepare them for employment in defense occupations.

TRAINING WITHIN INDUSTRY will encourage industry to take the initiative in and responsibility for developing training on the job within its own plant in order to shorten time of adapting replaced workers to the new job.

UNITED STATES EMPLOYMENT SERVICE will secure adequate information about displaced workers necessary for their reemployment, and will effect the transfer of such displaced workers into defense jobs or to defense training as indicated.

ACTING CHAIRMAN OF REGIONAL LABOR SUPPLY COMMITTEE

A. Will obtain through the State Employment Services full information about the whole local displacement problem including local labor market conditions and will secure the registration of workers and their transfer to defense jobs.

B. Will arrange for the management representative to assume the responsibility for working with employer and management groups to assure their active participation in and support of the reemployment efforts.

C. Will arrange for the labor representative to assume the responsibility for securing the full cooperation and participation of leaders of organized labor in working out the details of reemployment.

D. Will arrange for the Defense Training representative to assume the responsibility for securing the cooperation of the State Board of Vocational Education, the local Board of Education, NYA, WPA, or other officials, to the end that all facilities will be made available for any necessary special training classes.

E. Will inform the Executive Secretary of the Labor Supply Branch the results of the reemployment effort, and will make suggestions and recommendations as to further action.

SELECTIVE SERVICE

The Executive Secretary will inform the Selective Service System regarding workers who should be allowed to retain a deferred classification that they may have by virtue of their present occupation and by the skills needed in the capacity to which workers will be transferred.

OFFICE OF PRODUCTION MANAGEMENT

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

Place: Committee Headquarters
414 Dierks Building,
Kansas City, Missouri

Dates: September 8-9, 1941

MINUTES
THIRD MEETING

The third meeting of the Ninth Regional Labor Supply Committee convened at 10:00 A.M. on September 8 at Committee headquarters in Kansas City, Missouri. The Acting Chairman introduced the following new Committee members, officially appointed subsequent to the Committee's second meeting on July 31-August 1:

Miss May Risher,
National Youth Administration,
Federal Security Agency

Marvin Groebe,
Work Projects Administration,
Division of Reemployment and Training

John R. Woodside,
State Director of Training and Reemployment,
Work Projects Administration

Walter Siegerist,
Representing Management

Leslie V. Doud,
Representing Labor

The following members who had participated in the first and/or second meetings were present:

C. T. Cardwell,
Assistant District Representative,
Training within Industry

A. E. Schoettler,
U. S. Office of Education,
Federal Security Agency

A. V. Lundgren,
Apprenticeship Field Representative,
Division of Labor Standards,
U. S. Department of Labor

Q. Ray Johnson,
National Youth Administration,
Federal Security Agency

Mrs. B. M. Snoddy,
Civil Service Commission

Ned McDonald,
Assistant Regional Representative,
U. S. Employment Service

The following Committee members were absent:

Dr. William H. Stead,
Bureau of Labor Statistics,
U. S. Department of Labor

Edward E. Goshen,
Apprenticeship Unit,
Division of Labor Standards,
U. S. Department of Labor

Lewis W. Clymer,
Negro Employment and Training Branch,
Office of Production Management
(Represented by Roy A. Ellis, Racial Relations Unit, U. S. Employment Service)

A. Earl Wyatt,
Labor Division,
Office of Production Management,
Training within Industry

Frank L. Miller,
U. S. Office of Education,
Federal Security Agency

Orren Lull,
National Youth Administration,
Federal Security Agency

Henry W. Rempe,
Civil Service Commission

A. S. Langsdorf,
Engineering, Science, and Management Defense Training
(Represented by R. S. Glasgow, Washington University)

Mr. Frank Cisar, Regional Economic Analyst, attended as the Committee's consultant on demand and supply information.

In addition to the Committee members, Mr. Emory Olson, Assistant Chief, Labor Supply Branch, Office of Production Management, Washington, D. C., and Mr. Lyle Garlock, Field Representative, U. S. Employment Service, Washington, D. C., were present.

The Acting Chairman announced that advice had just been received from Mr. Sidney Hillman, Associate Director General, Office of Production Management, that Lieutenant J. O. Schwartz had been named to the Committee to represent the Navy Department.

The Committee proceeded with its business in accordance with the agenda (attached).

Report - Acting Chairman on Action Assignments Made at Second Meeting, July 31 - August 1.

Eighteen action assignments were allocated to the Committee members and to the Acting Chairman, by the Committee, at its second meeting. These assignments were:

1. (a) State Employment Services in the region be apprised of their full, yet singular responsibility, for getting accurate demand data; (b) Other constituent agencies are to cease contacting defense employers for demand data, and are to look to the Employment Service for production thereon; Office of Education, National Youth Administration, and Work Projects Administration Committee members and consultants are to notify their respective agencies that employer contacts are not to be made by them for the purpose of seeking demand data.

2. The Office of Education Committee members and the National Youth Administration Committee member are to furnish specific defense training data for all training facilities under their jurisdiction in the region. Their reports are to include location of schools, courses, number in courses, length of courses, trainee graduation schedule by course, number of stations, and expansion estimates. Expansion estimates are considered necessary to permit evaluation of facilities for increased training in those occupations where accelerated training either for a selected area or for the region as a whole is predictable.

3. The consultant on engineering, science and Management defense training is to furnish the Acting Chairman with similar information for the region, and by selected areas.

4. The ESMDT representatives are to expedite local employment service office registration of students taking or completing their courses. ESMDT officials are to use local offices of State Employment Services for the purpose of recruiting students for ESMDT courses, in conjunction with other methods now employed. The Regional Labor Supply Officer of the United States Employment Service is to advise State Employment Service officials to take such action and work out such procedures as will assure the registration of ESMDT students.

5. The Regional Labor Supply Officer, through State Employment Services and organized labor groups, is to take such action as may be desirable to insure more complete local employment service office registration of available members of organized labor.

6. The Regional Labor Supply Officer in his contacts with State Employment Services is to emphasize the need for complete and up-to-date

registration of all WPA workers, and to take such action as will assure full placement consideration of WPA workers in defense and nondefense employment.

7. The Acting Chairman is to notify the State Councils of Administrators that the recommendation of the Ninth Regional Labor Supply Committee with regard to making available defense training opportunities to the negro is as follows:

> "In accordance with the policies of the Office of Production Management, the Ninth Regional Labor Supply Committee hereby recommends that the State Boards of Vocational Education provide training facilities for and training of negroes, wherever possible, in occupations essential to national defense."

8. A letter to go to the Directors of the State Vocational Education programs in Kansas and Missouri from the Committee, setting forth the need for training to standards and for the employment of identical or near identical training methods in the metropolitan Kansas City area.

9. The Committee instructed the Acting Chairman to communicate with the Acting Chairman of the Sixth Regional Labor Supply Committee and request that the Sixth Region's Committee urge the Illinois State Council of Administrators to take such steps as will assure collective action by the East St. Louis, Illinois, Local Council of Administrators with the St. Louis, Missouri, Local Council. The Committee further instructed the Chairman to take similar action for the Ninth Region Committee with the Missouri State Council of Administrators with respect to St. Louis, Missouri.

10. The Committee further agreed that a representative of each of the State Councils would be requested to report in person on their activities from time to time to the Regional Labor Supply Committee at its meetings. The Committee instructed the Acting Chairman to advise the four State Councils of Administrators that such a working relationship was desired and that each State Council should designate one of its membership to be prepared to report, on call, on the activities and plans of the Council. Further, Ninth Regional Labor Supply Committee members, whose constituent agencies comprise the State Council of Administrators, are to contact their representative personally and emphasize the importance of the relationship to be established.

11. Each Committee member and consultant is to make Labor Supply Branch Circular #5 immediately available to proper officials of his constituent agency in Region IX, with specific instructions covering its distribution. Each Committee member and consultant is to report to the Acting Chairman action taken, and furnish the Acting Chairman with copies for the Committee's official records, of his letters transmitting the document to his constituent agency, and copies of his constituent agency's covering transmittal used to effectuate total distribution.

12. The Training-within-Industry Committee representative is to contact the Regional Informational Representative of the Office of Emergency Management in St. Louis, Missouri, and secure his cooperation in obtaining publicity through the press of the labor supply objectives enunciated in Labor Supply Branch Circular #5; further, the TWI Committee representative is to arrange for action by the Office of Emergency Management Regional Informational Representative, which will assure cooperation of newspaper establishments with respect to the following objective: "Defense contractors are not to advertise for labor, locally or otherwise, without first consulting the local employment offices as to the necessity for such action."

13. The Regional Labor Supply Officer is to take similar action relative to this specific objective with State Employment Security Agency Informational Representatives, to assure that newspaper establishments in communities served by full-time local employment offices are aware of the Branch's policy, and that the local employment offices maintain contacts with the local newspapers to assure referral of advertising requests of defense contractors to local offices before acceptance of such advertising or publication thereof.

14. The Acting Chairman was instructed to prepare an appropriate transmittal letter and to forward same with a copy of Labor Supply Branch Circular #5 to all principal defense contractors in the region; further the Acting Chairman is to make such distribution otherwise as may seem appropriate and necessary to assure adequate distribution and understanding of the Branch's labor supply objectives throughout the region.

15. The Committee further ordered the Acting Chairman to recommend to Arthur S. Flemming, Chief of the Branch, that contact be made by the Branch with proper War and Navy Department officials in Washington, D. C. in an effort to have instructions go out through official channels to War and Navy Department personnel on assignment at defense construction or production locations, these instructions by the War and Navy Departments to set forth the Branch's labor supply objectives and to order that appropriate action be taken by personnel "on location" to achieve these objectives. It was recommended that War and Navy Department officials in the field "on location" likewise be apprised of the functions and objectives of the Regional Labor Supply Committees.

16. Committee representatives of the Office of Education and National Youth Administration were instructed to contact the administrative heads of their constituent agencies in the States and instruct them to speed up dissemination to staff of instructions and policies emanating with the Labor Supply Branch or with the Director of Defense Training, Federal Security Agency. Several reports have been received which reveal that local school boards and superintendents of schools, and local NYA administrators have not yet received instructions issued by the Director of Defense Training and approved by him on June 19, 1941, entitled, "Administrative Procedures Governing Conduct of National Defense Training Programs of the Federal Security Agency" and "Instructions and Policies Governing Conduct of National Defense Programs of the Federal Security Agency."

17. The Committee instructed the Office of Education Committee member, responsible for Kansas, to ascertain the actual current extent and size of the backlog of trainees at Wichita and report to the Acting Chairman his findings and recommendations. In this assignment, the Office of Education Representative will be acting for the Committee.

18. The Training-within-Industry representative and the Regional Labor Supply Officer were assigned responsibilities incident to a request from the Chief of the Branch for a report on the possible expansion of light and medium tank production. A report to the Chief is to be made on August 8 by the Acting Chairman, in order that the information may be considered by the Labor Supply Branch on August 11.

The results of actions taken on the above assignments were most gratifying. In no instance was there failure to have an action assignment carried out.

As a result of the Acting Chairman's report, further follow-up was determined to be necessary with regard to the following:

1. Merging of Kansas City, Missouri, and Kansas City, Kansas, Local Councils of Administrators.

The Missouri State Council of Administrators, through the Kansas City, Missouri, Local Council of Administrators, has extended three invitations to the Kansas City, Kansas, Local Council to meet jointly and provide for the development of training programs for the defense needs of the metropolitan area on a coordinated, standardized basis. The Kansas City, Kansas, Local Council has referred such invitations to the Kansas State Council, but no positive action has been taken by either Council.

The Acting Chairman is to see to it that the Committee members whose constituent agencies are represented on the Kansas State and Local Councils take such action as will bring about the unification and coordination of the activities and recommendations of the Local Councils in the two Kansas Cities.

The Acting Chairman reported on the lack of success attained to date by the Regional Labor Supply Officer in bringing about a single defense placement operation in the two Kansas Cities by the Missouri and Kansas State Employment Services.

The Washington representatives, Messrs. Olson and Garlock, recommended that the Acting Chairman report to departmental headquarters actions taken to effectuate consolidation of the defense placement effort in the two Kansas Cities. This was agreed to. The Regional Labor Supply Officer advised the Committee of his wish to continue his efforts on this assignment and report results at the next Committee meeting on September 22. If no further progress is made by September 22, it is expected that the Committee will then wish to consider the problem in its entirety, and no doubt take additional action as a Committee or with departmental headquarters in Washington.

2. Compilation of supply data, particularly with respect to trainee supply.

The Committee considered the need for having currently at hand information on private vocational school trainee supply as such supply is available for use by the Employment Service in meeting defense labor demands.

The Committee has available complete survey data on the private vocational schools, but it was felt that the data at hand was more to the point of facilities, equipment, practices, ratings and expansion possibilities than it was pertinent to supply properties. Copies of these data on private vocational schools are to be furnished the Training-within-Industry Representative on the Committee.

The Committee directed the Acting Chairman to provide for local meetings of the Local Council of Administrators and the heads of local private vocational schools in order to produce full registration of private school trainees with local offices, and provide for utilization of this supply in accordance with Employment Service placement procedures; further, to produce course data and overall supply data; further, to produce training results in conformity with predictable demand.

During this discussion misleading advertising by private vocational schools was considered. It was agreed that:

(a) Committee members would submit to the Acting Chairman any such misleading advertisements that they note in the press;

(b) The Acting Chairman will take such action with respect thereto as is necessary, including the submission of such ads to departmental headquarters in order that specific situation background material may be available to Washington authorities for their use, if national policy considerations on this matter are found to be necessary.

The "hey-day" activities of fee charging employment agencies were discussed. It was pointed out that Committee action was not desirable in this regard. It was concluded, however, that the Regional Labor Supply Officer would discuss developments in this respect with State Employment Services, and where a situation locally is disturbing, will recommend action by the Employment Service or take such action as Regional Labor Supply Officer as is proper to assure that local labor market dislocation and disturbance will not result.

3. Development of a labor reservoir at Wichita; physical examination charge to trainees.

The Committee was apprised of the fact that a substantial backlog of aircraft trainees existed in Wichita and in contiguous Kansas territory. The Committee concluded that this backlog be utilized other than at Wichita and that the backlog be dispersed. The Regional Labor Supply Officer is to see to it that this is done.

The question concerning "over" training was raised again for the Committee's consideration. After thorough discussion, it was agreed that "over" training and creation of "backlogs" of trainees, although

discernible in some local situations could not now be considered of such consequence as to require any diminution of training activities. Rather it was the Committee's unanimous opinion that training facilities should be kept operating at capacity, with full attention being paid at all times to the demand occupationally, to provide for desirable occupational extensions in training to assure adequate labor supply to munitions and ordnance, as well as aircraft.

It was reported that the physical examination charge being made by the Wichita vocational schools could not be done away with, and that due to absence of an implementing rule, regulation or law providing for total application of the non-fee principle for physical examinations to all Wichita vocational students, the Office of Education could not pay for such examinations from Federal funds.

In addition, the practice employed by the aircraft industries in Wichita of requiring an additional physical examination for which the trainee pays upon employment was discussed.

The Committee was not satisfied that these fees for physical examinations should not and could not be eliminated. The Committee, therefore, proposed that action toward this end be continued, and that the action be directed first to the employers, and secondly to the vocational school. The Acting Chairman is to make assignments providing for follow-up in accordance with the Committee's decision in this matter.

Committee Business - Plans for Future Meetings

The following plans were agreed upon for the next several Committee meetings:

1. The next four Committee meetings will be held in the major defense communities in the region, followed by a meeting to be held at Committee headquarters.

2. Committee meetings shall be held every two weeks on set dates.

3. Meetings shall be one day in length, unless the Acting Chairman determines that pressure of Committee business requires otherwise.

4. Committee meetings in the defense communities will uniformly call for separate sessions with Labor Representatives and Management Representatives concerned with defense production and construction.

5. A representative selected by the State Council of Administrators will be scheduled to report on the activities of the State Council.

In accordance with the above action, the schedule of meetings for the Ninth Regional Labor Supply Committee was agreed upon as follows:

| | | |
|---|---|---|
| Fourth Meeting | - St. Louis, Missouri | - September 22 |
| Fifth Meeting | - Wichita, Kansas | - October 6 |
| Sixth Meeting | - Oklahoma City or Tulsa, Oklahoma | - October 20 |
| Seventh Meeting | - Little Rock, Arkansas | - November 3 |
| Eighth Meeting | - Kansas City, Missouri | - November 17 |

The Acting Chairman presented for the Committee's consideration a proposal relative to the establishment of subcommittees of the Committee-of-the-whole to function for the Committee on problems involving labor relations, employer relations and training.

The Committee agreed on the establishment of such subcommittees with the following functions:

1. Labor Relations Subcommittee

The Labor Relations Subcommittee will be concerned with problems typical of the following among others:

(a) Problems involving recruitment and supply of workers; methods for use in recruitment; recommendations for training.

(b) Problems of noncooperation by employers, which will be referred to the Employer Relations Subcommittee, will be determined as a result of the Labor Relations Committee's activities and contact with organized labor groups.

(c) Consideration of problems involved in labor disputes and rendition of such services as are desirable and practicable.

(d) Will deal with labor organizations and/or employees in situations calling for negotiated transfers of skilled workers from nondefense to defense employment. It is expected in this particular regard that the Labor Relations Subcommittee will work closely with the Employer Relations Subcommittee and that the representatives on the Employer Relations Subcommittee, also functioning on the Labor Relations Subcommittee, will see to it that the operations and program of the two subcommittees are effectively coordinated.

(e) Carry out assignments on problems relative to the handling of labor conversion problems where labor is displaced as a result of material priorities.

The Acting Chairman named the following to the Labor Relations Subcommittee:

Leslie V. Doud (Labor Representative) - Chairman
William H. Stead (Bureau of Labor Statistics) - Alternate Chairman
Edward E. Goshen (Division of Labor Standards, Apprenticeship Unit)
A. V. Lundgren (Division of Labor Standards, Apprenticeship Unit)
A. Earl Wyatt (Training-Within-Industry)
C. T. Cardwell (Training-Within-Industry)
Lewis W. Clymer (Negro Employment and Training Branch)
Mrs. B. M. Snoddy (Civil Service Commission)
Ned McDonald (United States Employment Service)

2. Employer Relations Subcommittee

The Chairman proposes that among other things, the Employer Relations Subcommittee will carry out such Committee projects, as are assigned by the Committee, which will deal with:

(a) Negotiated transfer of skilled workers from nondefense to defense employment.

(b) Conversion of labor displaced as a result of material priorities; participate with the Contracts Distribution Service, Priorities Division and Employment Service in determinations for plant conversion from nondefense to defense production.

(c) Problems of employer demand, where local agencies responsible for demand determination are unsuccessful in gaining the cooperation of the employer, so that recruitment and training operations can proceed intelligently and effectively.

(d) Problems resulting from the employment of disruptive recruiting practices by defense employers.

The Acting Chairman named the following to the Employer Relations Subcommittee:

Walter Siegerist (Management Representative) - Chairman
C. T. Cardwell (Training-Within-Industry) - Alternate Chairman
A. Earl Wyatt (Training-Within Industry)
Mrs. B. M. Snoddy (Civil Service Commission)
Lewis W. Clymer (Negro Employment and Training Branch)
William H. Stead (Bureau of Labor Statistics)
Glenn E. Brockway (United States Employment Service)

3. Training Subcommittee

The Training Subcommittee will be concerned with typical problems, among others, as are herewith outlined:

(a) Problems dealing with the total collective function of the State Councils of Administrators.

(b) Assignments to effectuate acceptance of and application of training within industry programs and supplementary training programs by employers.

(c) Assignments relative to the acceptance of and application of apprenticeship training program.

(d) Problems of cooperation with the Work Projects Administration relative to the reemployment and training program.

(e) Assignments relating to the Engineering, Science and Management Defense Training programs.

The Acting Chairman named the following to the Training Subcommittee:

Arthur Schoettler (Office of Education) - Chairman
May Risher (National Youth Administration) - Alternate Chairman
Q. Ray Johnson (National Youth Administration)
John R. Woodside (Work Projects Administration)
M. D. Groebe (Work Projects Administration)
Frank Miller (Office of Education)
A. S. Langsdorf (Engineering, Science and Management Defense Training)
C. T. Cardwell (Training-Within-Industry)
Edward E. Goshen (Division of Labor Standards, Apprenticeship Unit)
Lewis W. Clymer (Negro Employment and Training Branch)
Ned McDonald (United States Employment Service)

It was agreed that the Employer Relations Subcommittee and the Labor Relations Subcommittee would meet on September 12, 1941, at 10:00 A.M. at 603 Shell Building, St. Louis, Missouri; further, that the Training Subcommittee would meet at 3:00 P.M. on September 21 at the Mark Twain Hotel, St. Louis, Missouri.

It was agreed that at the Labor Relations and Employer Relations Subcommittee meetings the ground work would be laid for the St. Louis meeting of the Committee of the whole on September 22, when Labor and Management Representatives will be in attendance. It was agreed that the following Committee members would make all necessary arrangements in St. Louis for the September 22 meeting: C. T. Cardwell, Walter Siegerist, Mrs. B. M. Snoddy, and R. S. Glasgow (the latter alternating for A. S. Langsdorf); further that the Committee would meet at 10:00 A.M. with the Labor Representatives and at 2:00 P.M. with the Management Representatives.

Additional Committee Business Included Discussion of Following:

1. Relationships of Regional Labor Supply Committee to State Council of Administrators, pursuant to statement issued by Colonel Frank McSherry, Director, National Defense Training.

2. Circularization of Regional Labor Supply and Regional Labor Supply Officer briefed reports to Committee members.

3. Compilation of directory for Committee members to include home and office addresses and phone numbers of Committee members; names and addresses of State Council of Administrators members; directory of State Employment Service offices, showing manager, address and territory covered.

4. Proof of Birth Requirements (Documents issued by War Department.)

5. Agenda items for future meetings as follows:

(a) Attendance of Army and Navy Procurement Officers at Committee meetings held in defense centers.

(b) Attendance of Contract Distribution Service and Priorities Division Representatives at Committee meetings.

(c) Attendance of Regional Information Service Representative, Office of Emergency Management, at Committee meetings.

(d) Attendance of Civilian Conservation Corps Zone Representatives at Committee meetings.

6. Discussion of WPA load figures, including project status and location information.

7. Discussion of CCC locations, enrollment, type of training, hours of training and "turn-out" data.

8. Distribution of questionnaire to all defense contractors eliciting information on in-plant training programs (including apprenticeship training); hiring methods; subcontractors; etc.

9. Worker testing in public employment offices.

10. Movement of trainees from supply sources to training facilities, including discussions of residence center development, transportation problems; subsistence payments by employers, or "training wage" plans.

The Committee then considered in detail the following labor supply matters of moment:

1. Critical Occupation Shortages.

2. Negotiated Transfers of Workers from Nondefense to Defense Employment.

3. Organization and Procedure for Handling the Conversion of Labor Displaced as a Result of Material Priorities.

With respect to 1 and 2 above, the following is the summary of conclusions reached by the Committee:

Critical Occupation Shortages

1. Demand is growing in defense industries in these critical occupations and in some nondefense industries.

2. The Work Projects Administration reports that a survey of their labor force shows that there are no skills available among WPA employees in these critical occupations.

3. Many nondefense employers contract out tool, die and jig work so that they themselves are feeling no particular shortages.

4. Unions are relaxing their apprenticeship standards; older workers are coming out of retirement. The problem is being handled at the moment, in a small way, through this method.

5. Employment Service registration of workers in these critical occupations reveal that many of them are actually machinists and even these machinists need retraining in that occupation and are not particularly qualified to meet the skills required of defense employers on the basis of their present specifications.

6. Thorough surveys have been and are being made of the inactive files in employment service and personal contacts are being made at night with the worker at his home to determine if he is available in the occupation for which he was formerly registered.

7. The railroad shop towns are not a particularly strategic point from which workers can be secured in these classifications in that for the most part after the shop strike of 1922 these workers migrated from the railroad shop communities to other towns; centralized maintenance and repair in the railroad industry has likewise meant that these workers are not at the former shop and roundhouse point.

8. Losses to defense plants by nondefense establishments at the present time are relatively small and needs have been met in these isolated situations, where workers qualified in these occupations have gone to defense industries, through upgrading and in-plant training.

The following methods are being employed at the moment to meet these shortages:

1. Normal recruiting efforts are being carried on.

2. Radio broadcasts and newspaper advertising are being used.

3. Clearance, intrastate and interstate, is being utilized.

4. Workers are reporting to employment offices to register who are employed in these occupations but are sensing curtailment or shut-downs as a result of either "quota" or material priorities.

5. Some employers are breaking jobs down into unit skills.

6. Some employers are doing an in-plant training job on the cluster method, having trainees assist the tool and die maker at his job and thereby learn the job itself or certain unit skills with respect to the total job.

7. Apprenticeship ratios are being lowered by the union to a ratio of 1 to 5 whereas formerly it was 1 to 10.

8. Unions are allowing employers more freedom in the selection and training of men for upgrading in these occupations.

9. Employment Services are maintaining closer association with labor organizations controlling these crafts and skills and are receiving information from them as to workers in retirement or individuals working out of skills or in blind alleys.

The Acting Chairman submitted in addition data on orders "in clearance" or "in demand" within the States to further emphasize the importance for action. (See Exhibit A attached.)

In addition, the Training-Within-Industry Representative presented details on a St. Louis survey, showing the distribution of experienced all around tool and die makers in 45 plants in St. Louis as of September 3, 1941. (See Exhibit B attached.)

It was agreed as a result of this discussion that concrete methods must be developed for dealing with this problem of shortages in critical occupations; that results might be obtained through many sources but that the present best method seems to fall within the purview of operation of the Employment Service, namely an intelligent inventory of local and industry wide skills, and in addition, effective and controlled use of advertising and radio.

It was further agreed that the Employer Relations and Labor Relations Subcommittees would assume responsibility for carrying out overall Committee functions to meet this shortage problem; that constituent agency representatives on the subcommittee would see to it that their respective agencies carried out duly assigned or newly promulgated responsibilities in this regard.

Negotiated Transfers of Workers from Nondefense to Defense Employment

1. Voluntary cooperation of employers should be emphasized if the plan is to work.

2. Employers shall be surveyed in all instances where transfers are being requested or where shortages are so acute that transfers appear obviously necessary, to determine if the employer has used all available and acceptable methods to recruit these workers and/or to train them.

3. Local committees should be established in each of the defense communities where this will be a problem, composed of employers and employees with equal representation. These local committees should be identified with this specific job and should serve as the arm of the committee in carrying out the function.

4. The point was made in several instances that the rights of unorganized workers should be protected as well as organized workers; that the length of employment should be guaranteed beyond the period suggested in the procedure; that appropriate wages should be assured; that transportation costs should be paid where the worker is required to move from his present location; that adequate housing should be assured at the point to which the worker is transferred.

5. A survey should be made to determine if a labor surplus exists in certain communities as a result of either in-plant or supplementary training which is not useable locally and will ultimately constitute a reservoir not essential to the locality. These situations should be

measured against shortages in those defense communities where shortages in critical occupations are existent.

6. Groundwork laid from the standpoint of public support should be thorough. The appointment of local committees should be very carefully thought out; no publicity campaign should be conducted that would not include use of both the white and colored press.

7. Local groups and individuals should be made use of by the local Committee, such as the Mayors, Chamber of Commerce Representatives, Representatives of Associated Industries or the National Manufacturers Association. These representatives, acting either as Committee members or as consultants, can serve to sell to their particular group of employers the necessity for cooperation in this plan for voluntary transfer.

8. An inventory of workers in nondefense employment in strategic and critical occupations should be made. It is proposed that certain media be used, such as the employment security agency through its contribution reports, Post Office Department, State Planning Boards, Research and Statistics Units of the Universities, Labor Organizations, Employer Organizations, etc.

9. Specifications should be relaxed, especially as such specifications relate to age, sex, race, religion or other barriers.

10. It is recommended that loans of skilled workers be effected from nondefense plants to permit the training of workers in defense plants.

11. National labor organizations should assure cooperation before any such plan is made effective.

12. Accurate determination of "when", "where", and "what" demand information should be a first prerequisite.

13. The overall approach should measure the demand and supply and transfer needs for the area as a whole and not necessarily be limited to a specific community or a specific State. It is pointed out that the limitations of Region IX should be recognized to the extent that the major industries are for the most part limited to St. Louis and Kansas City from which such transfers could be made.

14. A strong follow through should be made on the problem involving impact of material priorities. This will permit in the first place being ready to make transfers and to make transfers from the proper places.

15. The question was raised as to whether the Employment Service should not be a supplementary agency in this process rather than the primary agency due to the difficulties that may arise if the Employment Service is singled out to make the carry out sole responsibility for this transfer program.

The Committee, in addition, concluded that methods of recruitment for negotiated transfers of skilled workers should entail the following essential and prerequisite considerations:

1. Further surveys of organized labor skills, to be made in cooperation with organized groups.

2. Further surveys of so-called "obsolete" records of personnel departments in major industries.

3. Further utilization of and tooling up of public training facilities.

4. Further utilization of in-plant training programs by employers.

5. Use of workers "on loan" to permit lead training.

The Acting Chairman summarized action conclusions reached through the discussion with respect to "negotiated transfers" as follows:

1. Necessity for right kind and type of publicity before any major transfers are attempted.

2. Necessity for a national policy, to which there must be rigid adherence by all agencies and parties concerned.

3. Necessity for careful adaptation of national policies to local situations.

4. Necessity for some kind of acceptable and effective inventory of resident skills.

5. Necessity for adjustment of registration and referral procedures and office hours in local employment offices.

The Acting Chairman made the following assignment to the Labor Relations Subcommittee relative to critical occupation shortages, negotiated transfers and conversion of labor displacements:

To contact appropriate organized labor groups for the purpose of uncovering workers with essential skills, who are in need of refresher training, or who are working out of skill but who have remained on their present jobs because of lack of information on jobs in defense employment available to them in their higher skill.

The Training Subcommittee is to consider how and where the training program can be quickly and effectively adopted for refresher training, supplementary training, in-plant training and loan training to meet these problems.

The Employer Relations Subcommittee is to recommend and take action necessary with respect to defense employers to assure utilization of training facilities, services, or in-plant programs to meet these problems. Further, defense employers are to be prevailed upon that it is their responsibility to furnish qualified instructors for training agencies, where such training is being rifled to meet their needs.

Employment Service Personnel Problems

At the conclusion of discussions on these three items of utmost importance, the Committee turned its attention to criticisms being directed at local employment service offices for failure in some instances to give timely service to registrants and to employers and defense training establishments. The Regional Labor Supply Officer explained that every possible effort was being made to "staff up" to meet the ever increasing load falling on local offices, but that personnel turnover and sluggish merit systems were making for obstacles that appear almost insurmountable when considered together.

The Regional Labor Supply Officer indicated that in no instance had a State Employment Service been denied staff or funds for additional personnel but that hirings to fill vacated positions had been lagging to such an extent that the granting of additional positions would serve no useful purpose. The Regional Labor Supply Officer further advised that staff augmentations had been made in all local offices in defense communities but that augmentations had exceeded the agency's ability to obtain, train and absorb personnel.

The Regional Labor Supply Officer stated that in his opinion local employment service staff should be at least 25 percent greater, if desirable and essential services are to be rendered workers and employers. In this regard he cited the need for night shifts in many local defense communities, if out of skill workers are to be permitted opportunity to make their services available in the defense effort in their true skills.

The Regional Labor Supply Officer commented further on problems of staff on the Federal level and pointed out the difficulties being experienced by the United States Employment Service and Regional Offices in this respect.

Mr. Olson raised the question as to whether the Committee itself should have a professional staff to carry out overall Committee assignments. It was agreed that certain Committee members would meet together and discuss the possible need for and use of an executive staff for the Committee. Recommendations thereon will be made, if such a staff is determined necessary, to departmental headquarters in Washington. The following Committee members are to meet on this problem:

Glenn E. Brockway (United States Employment Service)
Walter Siegerist (Management Representative)
C. T. Cardwell (Training-Within-Industry)
A. V. Lundgren (Division of Labor Standards, Apprenticeship Unit)
Mrs. B. M. Snoddy (Civil Service Commission)

The Committee discussed at length the following additional matters affecting labor supply:

Strategic Materials Information

Data were made available to the Committee members on those strategic materials under government control. The Committee was advised that this information was to be used as supplemental to other data on quota and materials previously made available.

Priorities Information

The report of the Office of Production Management on quota and material priorities, including urgency and priority ratings for individual firms, was discussed.

The Acting Chairman is to make available to each Committee member excerpted information contained in the report, on those situations where such information is particularly related to defense establishments in Region IX. The Acting Chairman asked each Committee member affected to utilize the information in his agency's operations as a guide to determining what firms in the region are or will be affected; what probable work shortages or stoppages may occur; what labor displacement may result. It was pointed out that these results can be directly tied in with the program for negotiated transfers.

Displacement of Labor as Result of Material or Labor Shortages

In connection with Strategic Materials Information and Priorities and Urgency Rating Information, the Committee thoroughly reviewed and discussed information made available to the Regional Labor Supply Officer on plants or establishments where material or labor shortages may cause either a diminution of defense production or mitigate against the establishment of additional shifts to permit acceleration of production. This material, furnished by the Bureau of Labor Statistics through the United States Employment Service, was considered exceedingly important for use as a guide for Committee action and for individual constituent agency action.

The Acting Chairman is to excerpt pertinent information on Region IX plants, and is to make such information available to all Committee members. In addition, the Regional Labor Supply Officer is to make the same information available to the State Employment Services affected and secure reports from them on action taken with respect to the plants on which information is furnished.

The Acting Chairman indicated that as similar information is furnished on additional plants the same procedure will be employed.

Region IX - Demand and Supply Data

Data were received which show occupational demand in the principal defense areas of Region IX. Records of present supply were checked against the demand information. Copies of such data made available to Committee members are attached. Records of available number of trainees are not included in the Acting Chairman's supply data report primarily because of lack of information on job titles descriptive of individual training courses. These data, however, are attached to the minutes for study and use by the Committee members.

It was suggested that local training schools and shops could and probably would supply more detailed information on occupations in which

training has been provided. For example, instead of a course name such as "machine shop" indication should be to the effect that the trainees were receiving instructions on a lathe, milling machine, grinder, etc. It was agreed that this type of information was more desirable and should be reported in order that more accurate estimates could be made on the number and kind of persons available with specific occupational skills or training. The NYA and VENDT representatives were assigned the responsibility for seeing to it that this desirable result was attained.

Negro Employment and Training

The Committee representative on Negro employment and training raised the question as to the adequacy of the training program for Negroes in Region IX where a total of a quarter million Negroes are located in the major defense centers. Attention was called to the fact that substantially similar courses must be offered Negroes since such Negro trainees will be competing in the same labor market with all other trainees. The failure or unwillingness of employers to state their hiring policy was cited, which adds to difficulties on recruitment of Negro trainees, who now consider training futile with no jobs in prospect. The Committee member reported on contacts with defense employers in the region in relation to employment of qualified Negroes and indicated that present conditions were not wholly satisfactory because of noncommittal employer attitudes. It was further observed that the position assumed by organized labor in some situations contributes largely to employer indecision.

It was recommended that the Committee take measures to assure equitable training opportunity and to secure statements of hiring policies from employers so that proper and adequate training may be provided, and so that recruitment efforts with respect to this group may proceed satisfactorily.

The Acting Chairman concurred in the report by the Committee representative and pointed out that the problem of Negro employment and training is definitely a responsibility of the Committee. All subcommittee chairmen were instructed to follow through on this problem and get results through their constituent agency representatives. In addition, the subcommittees in their overall function are to lay out plans for action and proceed on the basis of plans agreed upon.

Respectfully submitted,

Glenn E. Brockway

Glenn E. Brockway, Acting Chairman,
Ninth Regional Labor Supply Committee,
Labor Division, Labor Branch,
Office of Production Management

Attachments

CRITICAL OCCUPATIONS SHORTAGES

EXHIBIT A

ORDERS OPEN IN CLEARANCE AS OF 9/2/41

| ORIGINATING IN | NO. WANTED | OCCUPATION |
|---|---|---|
| Kansas | 6 | Tool Maker |
| " | 6 | Die Maker II |
| " | 3 | Drop Hammer Operator |
| " | 15 | Tool Maker (Machine Shop) |
| " | 15 | Die Maker (Machine Shop) |
| " | 1 | Plaster Pattern Maker |
| " | 2 | Plaster Pattern Maker Helper |

Oklahoma and Arkansas are now engaged principally in a Construction Program but will have same difficulty when plants now under construction are completed and tooled up.

| | | |
|---|---|---|
| Alabama | 1 | Tool Grinder |
| California | 1 | Power Hammer Operator |
| " | 8 | Mechanics (Experimental) |
| " | 10 | Tool and Die Inspector |
| " | 3 | Machinist II |
| " | 10 | Sheet Metal Layout Men |
| " | 8 | Airplane Plumber |
| " | Open | Power Punch and Shear Opr. |
| " | 5 | Internal Grinder Operator |
| " | 5 | Bolt Threading Machine Opr. |
| " | 5 | Centerless Grinder |
| " | 5 | Boring Mill Operator |
| " | 10 | Thread Grinder |
| " | 17 | Radial Drill Press Opr. |
| " | 50 | Jig Builders |
| " | 50 | Detail and Final Assembler |
| " | 200 | Mechanical Draftsmen |
| " | 10 | Mechanical Engineers |
| " | 100 | Tool Designers |
| " | 100 | Tool Makers |
| " | 100 | Sheet Metal Fabricating Mach. Opr. |
| " | 7 | Planer Operator |
| " | 46 | Shaper Operator |
| " | 26 | Hand Milling Machine Operator |
| " | 197 | Milling Machine Operator |
| " | 65 | Screw Machine Opr. (auto) |
| " | 19 | Auto Turret Lathe Operator |
| " | 100 | Lathe Operator |
| " | 45 | Engine Lathe Operator |
| " | 22 | Jig Boring Machine Operator |
| " | 19 | Tool Grinder Operator |
| " | 15 | Bench Machinist |
| " | 23 | Milling Machine Operator |

| ORIGINATING IN | NO. WANTED | OCCUPATION |
|---|---|---|
| Florida | 4 | Auto Screw Mach. Set up Man II |
| " | 20 | Milling Machine Opr. (auto) |
| Indiana | 2 | Jig Boring Machine Operator |
| " | 8 | Gage Maker |
| " | 8 | Machinist Bench |
| " | 8 | Tool Maker |
| Maryland | 100 | Ship Fitters |
| Michigan | 100 | Tool and / or Die Designers |
| Mississippi | 50 | Welders Arc |
| Nebraska | 150 | R.R. Machinists |
| " | 26 | R.R. Blacksmiths |
| " | 6 | Industrial Power Machine Opr. |
| " | 10 | Machinists II |
| Pennsylvania | 2 | Bit Drawer |
| Texas | 15 | Ship Fitter |
| " | 50 | Machinist II |
| " | 40 | Milling Machine Operator II |
| " | 30 | Turret Lathe Operator |
| Washington | 5 | Molder (Bench) |
| " | 17 | Coremaker I |
| " | 36 | Molder Floor |

In addition to the orders above clearance has been declined on the following Request for Clearance.

FLORIDA REGION VII FOR

| | | |
|---|---|---|
| 20 | (Screw Machine Operator | |
| | ( " " " | Automatic |
| | ( " " " | semi-automatic |
| 10 | Tool and Die Makers | |

Ohio refused to reopen Missouri Request for Clearance for 50 foreman (Machine Shop) and 30 Foreman (Sheet Metal).

The Missouri Agency has orders on clearance within the State as of September 2, 1941, as follows:

| Occup. Code | Position | No. of Openings | No. Available in Missouri |
|---|---|---|---|
| | Supervisor of Material Handling<br>Plant Engineer<br>Manager, Traffic<br>Foreman, Explosives<br>Foreman, Ammunition | Orders placed by Booze, Fry, Allen, and Hamilton With Region VI at Chicago | |
| 5-91.872 | Supervisor of Explosives | 1 | - |
| 4-78.671 | Chief Inspector | 1 | 8 |
| 0-97.51 | Manager, Production I | 4 | - |
| 5-92.411 | Foreman, Press Room | 1 | 1 |
| 5-92.768 | Foreman (Machine Shop) | 12 | 16 |
| -- | Supervisor - Tool Crib Men | 1 | - |
| 4-85.010 | Welder Leadman | 1 | 2 |
| 8-78.10 | Screw Machine Operator, Automatic | 150 | - |
| 4-75.010 | Machinist II | 200 | 204 |
| 4-76.010 | Die Maker II | 75 | 32 |
| 4-76.210 | Tool Maker | 75 | 37 * |
| 7-83.611 | Beltman I | 10 | - |
| 6-78.144 | Screw Machine Operator, Hand | 15 | 20 |
| 8-78.10 | Screw Machine Operator, Automatic | 20 | - |
| 4-87.230 | Tool Hardener | 20 | 2 |
| 4-78.513 | Tool and Die Grinder | 25 | 12 |
| 4-76.210 | Jig Builder (Tool Maker) | 10 | 37 * |
| 4-75.160 | Job Setter II | 50 | 33 * |
| 4-76.210 | Gage Maker | 15 | 37 * |
| 4-75.160 | Foreman - Job Setter II | 5 | 33 * |
| 0-48.42 | Die Designer | 1 | 1 |

* Total number of workers needed under code 4-76.210 is 100, with 37 qualified applicants available in State; number of workers needed under code 4-75.160 is 55, with 33 applicants available in State.

REGION IX
REPORT OF ORDERS CLOSED
August 30, through September 6, 1941

| Regional Order No. | Occupation | No. of Positions | State of Origin | Released to |
|---|---|---|---|---|
| IV-Elkton-224 | Inspectors | Up to 50 | Maryland | Kansas<br>Missouri<br>Oklahoma |
| IV-Elkton-225 | Junior Inspectors | 15 | Maryland | Kansas<br>Missouri<br>Oklahoma |
| VIII-North Platte-194 | Cylinder-Pressman | 1 | Nebraska | Kansas |
| IV-Richmond-202 | Mechanical Engineer, Heating and Ventilating | 2 | Virginia | Missouri |
| IV-Petersburg 206 | Mechanical Engineer | 2 | Virginia | Missouri |
| IV-Petersburg-218 | Draftsman, Heating and Ventilating | 1 | Virginia | Missouri |
| VI-Wis-214 | Template Maker, Structural Steel | 1 | Wisconsin | Missouri |

REGION IX
REPORT OF ORDERS PLACED IN CLEARANCE
August 30, 1941, through September 6, 1941

| Regional Order No. | Occupation | No. of Positions | State of Origin | Released to |
|---|---|---|---|---|
| IX-K-39 | Plaster Patternmaker | 1 | Kansas | Arkansas<br>Missouri<br>Oklahoma<br>Regions V, VI, and VIII |
| IX-K-40 | Plaster Patternmaker Helper | 2 | Kansas | Arkansas<br>Missouri<br>Oklahoma<br>Regions V, VI, and VIII |
| IX-M-56 | Machine Molder, Squeeze | 1 | Missouri | Region VI |
| IX-M-57 | Weigher (Clerical) II (Cotton Weigher) | 1 | Missouri | Arkansas<br>Kansas<br>Oklahoma<br>Regions VII, and X |
| IX-M-58 | Fur Cutter I | 1 | Missouri | Arkansas<br>Kansas<br>Oklahoma |
| IX-O-14 | Teacher, Vocational Training | 1 | Oklahoma | Kansas<br>Missouri<br>Regions VI, and VII |
| IX-O-15 | Geological and Topographical Draftsman | 1 | Oklahoma | Arkansas<br>Kansas<br>Region X |
| IX-O-16 | Safety Engineer | 3 | Oklahoma | Arkansas<br>Kansas<br>Region X |
| VII-Fla-396 | Milling Machine Operator (Automatic) | 20 | Florida | Arkansas<br>Kansas<br>Missouri<br>Oklahoma |

Report of Orders Placed
in Clearance

| Regional Order No. | Occupation | No. of Positions | State of Origin | Released to |
|---|---|---|---|---|
| IV-Baltimore-331 (REVISED) | Ship Fitter | 100 | Maryland | Arkansas<br>Missouri<br>Oklahoma |

CRITICAL OCCUPATIONS SHORTAGES

EXHIBIT B

DISTRIBUTION OF EXPERIENCED ALL AROUND TOOL- AND DIE-MAKERS IN 45 PLANTS IN ST. LOUIS AS OF SEPTEMBER 3, 1941

Total employed in the 45 plants - - - - - - - - - - - - 405

| | | | | |
|---|---|---|---|---|
| Companies | employing | 0 | tool-makers - - - - - - - - | 4 |
| " | " | 1 to 5 | " - - - - - - - - | 19 |
| " | " | 6 to 10 | " - - - - - - - - | 10 |
| " | " | 11 to 15 | " - - - - - - - - | 6 |
| " | " | 16 to 20 | " - - - - - - - - | 1 |
| " | " | 21 to 25 | " - - - - - - - - | 1 |
| " | " | 26 to 30 | " - - - - - - - - | 2 |
| " | " | 31 to 35 | " - - - - - - - - | 0 |
| " | " | 36 to 40 | " - - - - - - - - | 1 |
| " | " | 41 to 50 | " - - - - - - - - | 1 |

| | | | | |
|---|---|---|---|---|
| 4 | plants | employing | no | toolmakers |
| 2 | plants | employing | 1 | tool-maker each |
| 5 | " | " | 2 | " " |
| 6 | " | " | 3 | " " |
| 2 | " | " | 4 | " " |
| 4 | " | " | 5 | " " |
| 3 | " | " | 6 | " " |
| 3 | " | " | 8 | " " |
| 4 | " | " | 10 | " " |
| 1 | " | " | 11 | " " |
| 3 | " | " | 12 | " " |
| 1 | " | " | 14 | " " |
| 1 | " | " | 15 | " " |
| 1 | " | " | 20 | " " |
| 1 | " | " | 22 | " " |
| 1 | " | " | 28 | " " |
| 1 | " | " | 30 | " " |
| 1 | " | " | 40 | " " |
| 1 | " | " | 49 | " " |

26 Plants have subcontracts.

14 Plants have direct contracts.

7 Plants bidding on additional work.

7 Plants have no defense work.

These items duplicate each other as some companies have both direct and subcontracts; also some companies that already have contracts are bidding on additional work.

STATEWIDE SUMMARY OF LABOR NEEDS

MISSOURI

| Occupation | Demand | | | | | Supply (Active File) | Approved for Training |
|---|---|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr | State Total Mo. & K.C., Kansas | |
| Total | 11,144 | 3285 | 3491 | 4088 | 280 | 12,075 | |
| Mechanical Engineer | 8 | 2 | 2 | 2 | 2 | 54 | No |
| Foreman | 26 | 5 | 7 | 7 | 7 | 16 | No |
| Milling Machine Operator II | 187 | 39 | 36 | 101 | 11 | 48 | Yes |
| Machinist II | 228 | 38 | 64 | 63 | 63 | 220 | Yes |
| Elevator Repairman | 6 | | 2 | 2 | 2 | -- | No |
| Engine Lathe Operator I | 238 | 59 | 72 | 86 | 21 | 136 | Yes |
| Welder Helper, Acetylene | 21 | 3 | 6 | 6 | 6 | 61 | No |
| Elevator Operator | 10 | 1 | 3 | 3 | 3 | * | No |
| Tool Clerk | 44 | 15 | 11 | 9 | 9 | * | No |
| Stock Clerk II | 37 | 4 | 11 | 11 | 11 | * | No |
| Porter II | 44 | 12 | 8 | 22 | 2 | * | No |
| Foreman | 7 | 1 | 2 | 2 | 2 | 1 | No |
| Tool Maker | 243 | 151 | 34 | 32 | 26 | 40 | Yes |
| Die Maker II | 6 | | 2 | 2 | 2 | 35 | Yes |
| Tool Grinder Operator | 19 | 1 | 4 | 10 | 4 | 16 | Yes |
| Job Setter II | 80 | 34 | 20 | 18 | 8 | 33 | Yes |
| Screw Mach. Opr. Semi-Auto | 48 | | 5 | 39 | 4 | 20 | Yes |
| Inspector | 75 | 44 | 16 | 14 | 1 | 9 | Yes |
| Carpenter I | 33 | 1 | 11 | 11 | 10 | 1532 | No |
| Millwright | 52 | 8 | 15 | 15 | 14 | 150 | Yes |
| Bricklayer II | 3 | | 1 | 1 | 1 | 155 | No |
| Roofer, Asphalt, Tar & Gravel | 4 | | 2 | 1 | 1 | * | No |
| Beltman I | 17 | 2 | 5 | 5 | 5 | * | No |
| Painter I | 24 | | 8 | 8 | 8 | * | No |
| Painter, Rough | 5 | | 2 | 2 | 1 | * | No |
| Grounds Keeper | 8 | 1 | 3 | 2 | 2 | * | No |
| Tool Inspector | 59 | 18 | 14 | 14 | 13 | 1 | No |
| Production Clerk II | 3 | | 1 | 1 | 1 | * | No |
| Tool Hardener | 12 | | 4 | 4 | 4 | 2 | Yes |
| Welder Combination | 68 | 3 | 13 | 49 | 3 | 246 | No |
| Stationary Engineer | 6 | 3 | 1 | 1 | 1 | 173 | Yes |
| Fireman, Stationary Boiler | 6 | | 2 | 2 | 2 | 370 | Yes |
| Maintenance Mechanic II | 81 | 12 | 16 | 51 | 2 | 322 | Yes |
| Automobile Mechanic | 4 | | 2 | 1 | 1 | 884 | Yes |
| Chauffeur II | 6 | | 2 | 2 | 2 | * | No |
| Truck Driver, Light | 6 | | 2 | 2 | 2 | 4248 | No |
| Yard Clerk II | 1 | | 1 | | | * | No |
| Instrument Repairman | 3 | 1 | 1 | 1 | | 0 | No |
| Electrician | 34 | 4 | 10 | 10 | 10 | 365 | Yes |
| Electrical Repairman | 6 | | 2 | 2 | 2 | 169 | Yes |
| Batteryman II | 3 | | 1 | 1 | 1 | * | No |
| Steam Fitter | 9 | | 3 | 3 | 3 | 78 | Yes |
| Sheet Metal Worker II | 16 | | 6 | 5 | 5 | 241 | Yes |
| Locomotive Engineer II | 7 | 1 | 2 | 2 | 2 | * | No |
| Roadmaster | 1 | 1 | | | | * | No |

| Occupation | Demand | | | | | Supply (Active File) | Approved for Training |
|---|---|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr | State Total Mo. & K.C., Kansas | |
| Welder, Arc | 50 | 50 | | | | 207 | Yes |
| General Assembler I | 100 | 100 | | | | 382 | No |
| Clerk, General | 32 | 32 | | | | * | No |
| Watchman | 43 | 28 | 3 | 12 | | * | No |
| Sheet Metal Worker | 1380 | 419 | 441 | 520 | | 234 | Yes |
| Millman | 54 | | 10 | 44 | | 80 | Yes |
| Floor Assembler | 108 | | 20 | 88 | | 55 | No |
| Fabricating Mach Opr Sheet Metal | 163 | | 30 | 133 | | 55 | No |
| Riveter, Aircraft | 4387 | 1205 | 1502 | 1680 | | 67 | Yes |
| Pattern & Model Maker | 55 | | 10 | 45 | | * | No |
| Final Assembler | 110 | | 20 | 90 | | 36 | No |
| Detail Assembler | 54 | | 10 | 44 | | 15 | No |
| Bench Machinist | 152 | 67 | 50 | 35 | | 55 | Yes |
| Turret Lathe Operator | 240 | 55 | 50 | 135 | | 59 | No |
| Planer Operator | 12 | 12 | | | | 7 | Yes |
| Cylinder Grinder Opr. | 10 | 2 | 1 | 7 | | 13 | Yes |
| Internal Grinder Opr. | 47 | 18 | 16 | 13 | | 4 | Yes |
| Surface Grinder Opr. | 3 | | | 3 | | 12 | Yes |
| Welder Acetylene | 216 | 98 | 88 | 30 | | 348 | Yes |
| Rockwell Tester | 7 | 4 | 2 | 1 | | 1 | Yes |
| Heat Treater | 19 | 12 | 5 | 2 | | * | No |
| Bench Grinder | 6 | 4 | 2 | | | 17 | Yes |
| Multiple Spindle Drill Press Opr. | 24 | | | 24 | | 99 | No |
| Radial Drill Press Operator | 27 | | | 27 | | 15 | No |
| Single Spindle Drill Press Opr. | 44 | 10 | 10 | 24 | | 238 | No |
| Centerless Grinder Opr. | 4 | | | 4 | | 6 | Yes |
| External Grinder Operator | 52 | 18 | 16 | 18 | | 5 | Yes |
| Punch Press Operator | 19 | | | 19 | | 438 | Yes |
| Laborer Process | 309 | 186 | 63 | 60 | | * | No |
| Trucker, Hand | 13 | 8 | 3 | 2 | | * | No |
| Tool Grinder | 19 | 12 | 4 | 3 | | 2 | No |
| TNT Operators | 1250 | 150 | 700 | 400 | | * | No |
| Non-Productive Workers | 331 | 331 | | | | * | No |

SUMMARY OF LABOR NEEDS

ST. LOUIS AREA

| Occupation | Demand | | | | Supply (Active File) | | |
|---|---|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | St. Louis | Mo. Statewide | Approved for Training |
| Total | 8409 | 2920 | 2918 | 2571 | 1392 | 2497 | |
| Tool Crib Attendant | 5 | 3 | 2 | | * | * | |
| Guard | 13 | 8 | 3 | 2 | * | * | |
| Machinist II | 12 | 12 | | | 16 | 220 | Yes |
| Bench Machinist | 152 | 67 | 50 | 35 | 34 | 55 | Yes |
| Setup Man | 8 | 4 | 2 | 2 | 27 | 33 | Yes |
| Tool and Die Maker | 122 | 109 | 7 | 6 | 19 | 40 | Yes |
| Engine Lathe Operator | 170 | 55 | 50 | 65 | 91 | 136 | Yes |
| Turret Lathe Operator | 240 | 55 | 50 | 135 | 32 | 59 | No |
| Milling Mach. Operator | 146 | 32 | 24 | 90 | 35 | 48 | Yes |
| Planer Operator | 12 | 12 | | | 5 | 7 | Yes |
| Cylinder Grinder Operator | 10 | 2 | 1 | 7 | 11 | 13 | Yes |
| Internal Grinder Operator | 47 | 18 | 16 | 13 | 2 | 4 | Yes |
| Surface Grinder Operator | 3 | | | 3 | 8 | 12 | Yes |
| Inspector | 70 | 44 | 14 | 12 | 2 | 9 | Yes |
| Sheet Metal Worker, Aircraft | 1110 | 419 | 391 | 300 | 132 | 234 | Yes |
| Welder, Acetylene | 216 | 98 | 88 | 30 | 168 | 348 | Yes |
| Rockwell Tester | 7 | 4 | 2 | 1 | 1 | 1 | Yes |
| Heat Treater | 19 | 12 | 5 | 2 | * | * | No |
| Bench Grinder | 6 | 4 | 2 | | 0 | 17 | Yes |
| Multiple Spindle Drill Press Opr. | 24 | | | 24 | 77 | 99 | No |
| Radial Drill Press Opr. | 27 | | | 27 | 12 | 15 | No |
| Single Spindle Drill Press Opr. | 44 | 10 | 10 | 24 | 182 | 238 | No |
| Screw Mach. Opr. Semi-Automatic | 34 | | | 34 | 20 | 20 | Yes |
| Centerless Grinder Opr. | 4 | | | 4 | 0 | 6 | Yes |
| External Grinder Opr. | 52 | 18 | 16 | 18 | 4 | 5 | Yes |
| Punch Press Opr. | 19 | | | 19 | 330 | 438 | Yes |
| Aircraft Riveter | 3842 | 1205 | 1402 | 1235 | 18 | 67 | Yes |
| Laborer, Process | 309 | 186 | 63 | 60 | * | * | No |
| TNT Operators | 1250 | 150 | 700 | 400 | - | - | No |
| Non-Productive Workers | 331 | 331 | | | - | - | - |
| Trucker, Hand | 13 | 8 | 3 | 2 | * | * | No |
| Job Setter, Auto Screw Mach. | 47 | 30 | 9 | 8 | 27 | 33 | Yes |
| Maintenance Mach. II | 20 | 12 | 4 | 4 | 129 | 322 | Yes |
| Tool Grinder | 19 | 12 | 4 | 3 | 0 | 2 | No |
| Tool Grinder Opr. | 6 | | | 6 | 10 | 16 | Yes |

* Current data not available.

DEMAND AND SUPPLY OF DEFENSE
PRODUCTION WORKERS

KANSAS CITY AREA

| Occupation | Demand | | | | | Supply (Active File) | | Approved for Training |
|---|---|---|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr | K.C.Ks. and K.C.Mo. | State Total Missouri & K.C. Kansas | |
| Total | 2735 | 365 | 573 | 1517 | 280 | 2505 | 10,756 | |
| Foreman | 26 | 5 | 7 | 7 | 7 | 2 | 16 | No |
| Milling Mach. Opr. II | 41 | 7 | 12 | 11 | 11 | 3 | 48 | Yes |
| Machinist II | 216 | 26 | 64 | 63 | 63 | 77 | 220 | Yes |
| Elevator Repairman | 6 | | 2 | 2 | 2 | * | * | |
| Engine Lathe Operator I | 68 | 4 | 22 | 21 | 21 | 22 | 136 | Yes |
| Welder Helper, Acetylene | 21 | 3 | 6 | 6 | 6 | 24 | 61 | No |
| Elevator Operator | 10 | 1 | 3 | 3 | 3 | * | * | |
| Tool Clerk | 39 | 12 | 9 | 9 | 9 | * | * | |
| Stock Clerk, II | 37 | 4 | 11 | 11 | 11 | * | * | |
| Porter II | 44 | 12 | 8 | 22 | 2 | * | * | |
| Foreman | 7 | 1 | 2 | 2 | 2 | 0 | 1 | No |
| Tool Maker | 121 | 42 | 27 | 26 | 26 | 8 | 40 | Yes |
| Die Maker II | 6 | | 2 | 2 | 2 | 7 | 35 | Yes |
| Tool Grinder Operator | 13 | 1 | 4 | 4 | 4 | 1 | 16 | Yes |
| Job Setter II | 25 | | 9 | 8 | 8 | 5 | 33 | No |
| Screw Mach. Opr. Semi-Auto. | 14 | | 5 | 5 | 4 | 0 | 20 | Yes |
| Inspector | 5 | | 2 | 2 | 1 | 2 | 9 | Yes |
| Carpenter I | 33 | 1 | 11 | 11 | 10 | 294 | 1532 | No |
| Millwright | 52 | 8 | 15 | 15 | 14 | 31 | 150 | Yes |
| Bricklayer II | 3 | | 1 | 1 | 1 | 40 | 155 | No |
| Roofer, Asphalt, Tar & Gravel | 4 | | 2 | 1 | 1 | * | * | |
| Beltman I | 17 | 2 | 5 | 5 | 5 | * | * | |
| Painter I | 24 | | 8 | 8 | 8 | * | * | |
| Painter, Rough | 5 | | 2 | 2 | 1 | * | * | |
| Grounds Keeper | 8 | 1 | 3 | 2 | 2 | * | * | |
| Tool Inspector | 59 | 18 | 14 | 14 | 13 | 0 | 1 | No |
| Production Clerk II | 3 | | 1 | 1 | 1 | * | * | |
| Tool Hardener | 12 | | 4 | 4 | 4 | 0 | 2 | Yes |
| Welder, Combination | 68 | 3 | 13 | 49 | 3 | 58 | 246 | No |
| Stationary Engineer | 6 | 3 | 1 | 1 | 1 | 70 | 173 | Yes |
| Fireman, Stationary Boiler | 6 | | 2 | 2 | 2 | 80 | 370 | Yes |
| Maintenance Mechanic II | 61 | | 12 | 47 | 2 | 111 | 322 | Yes |
| Automobile Mechanic | 4 | | 2 | 1 | 1 | 198 | 884 | Yes |
| Chauffeur II | 6 | | 2 | 2 | 2 | * | * | |
| Truck Driver, Light | 6 | | 2 | 2 | 2 | 934 | 4248 | No |
| Yard Clerk II | 1 | | 1 | | | * | * | |
| Mechanical Engineer II | 8 | 2 | 2 | 2 | 2 | 17 | 54 | No |
| Instrument Repairman | 3 | 1 | 1 | 1 | | 0 | 0 | No |
| Electrician | 34 | 4 | 10 | 10 | 10 | 98 | 335 | Yes |
| Electrical Repairman | 6 | | 2 | 2 | 2 | 61 | 139 | Yes |
| Batteryman II | 3 | | 1 | 1 | 1 | * | * | |
| Steam Fitter | 9 | | 3 | 3 | 3 | 30 | 78 | Yes |
| Sheet Metal Worker II | 16 | | 6 | 5 | 5 | 83 | 241 | Yes |
| Locomotive Engineer II | 7 | 1 | 2 | 2 | 2 | * | * | |

| Occupation | Demand | | | | | Supply (Active File) | | Apprvd for Trng |
|---|---|---|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr | K.C.Ks. and K.C.Mo. | State Total Missouri & K.C. Kansas | |
| Roadmaster | 1 | 1 | | | | * | * | |
| Welder, Arc | 50 | 50 | | | | 35 | 207 | Yes |
| General Assembler I | 100 | 100 | | | | 29 | 382 | No |
| Clerk, General | 32 | 32 | | | | * | * | |
| Watchman | 30 | 20 | | 10 | | * | * | |
| Sheet Metal Worker | 270 | | 50 | 220 | | 59 | 234 | Yes |
| Millman | 54 | | 10 | 44 | | 23 | 80 | Yes |
| Floor Assembler | 108 | | 20 | 88 | | 13 | 55 | No |
| Fabricating, Mach. Opr. Sheet Metal | 163 | | 30 | 133 | | 14 | 55 | No |
| Riveter, Aircraft | 545 | | 100 | 445 | | 31 | 67 | Yes |
| Pattern & Model Maker | 55 | | 10 | 45 | | * | * | |
| Final Assembler | 110 | | 20 | 90 | | 31 | 36 | No |
| Detail Assembler | 54 | | 10 | 44 | | 14 | 15 | No |

* Current data not available.

✓ LABOR NEEDS OF LAKE CITY SMALL ARMS PLANT
KANSAS CITY, MISSOURI

9/5/41

| Occupation | Total | Labor Needs | | | |
|---|---|---|---|---|---|
| | | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr |
| Total | 977 | 113 | 297 | 287 | 280 |
| Foreman | 26 | - | 7 | 7 | 7 |
| Milling Machine Operator II | 41 | 7 | 12 | 11 | 11 |
| Machinist II | 216 | 26 | 64 | 63 | 63 |
| Elevator Repairman | 6 | | 2 | 2 | 2 |
| Engine Lathe Operator I | 68 | 4 | 22 | 21 | 21 |
| Welder Helper, Acetylene | 21 | 3 | 6 | 6 | 6 |
| Elevator Operator | 10 | 1 | 3 | 3 | 3 |
| Tool Clerk | 29 | 2 | 9 | 9 | 9 |
| Stock Clerk II | 37 | 4 | 11 | 11 | 11 |
| Porter II | 8 | 2 | 2 | 2 | 2 |
| Foreman | 7 | 1 | 2 | 2 | 2 |
| Tool Maker | 91 | 12 | 27 | 26 | 26 |
| Die Maker II | 6 | | 2 | 2 | 2 |
| Tool Grinder Operator | 13 | 1 | 4 | 4 | 4 |
| Job Setter II | 25 | | 9 | 8 | 8 |
| Screw Mach. Opr. Semi-Aut. | 14 | | 5 | 5 | 4 |
| Inspector | 5 | | 2 | 2 | 1 |
| Carpenter I | 33 | 1 | 11 | 11 | 10 |
| Millwright | 52 | 8 | 15 | 15 | 14 |
| Bricklayer II | 3 | | 1 | 1 | 1 |
| Roofer, Asphalt, Tar & Gravel | 4 | | 2 | 1 | 1 |
| Beltman I | 17 | 2 | 5 | 5 | 5 |
| Painter I | 24 | | 8 | 8 | 8 |
| Painter, Rough | 5 | | 2 | 2 | 1 |
| Grounds Keeper | 8 | 1 | 3 | 2 | 2 |
| Tool Inspector | 59 | 18 | 14 | 14 | 13 |
| Production Clerk II | 3 | | 1 | 1 | 1 |
| Tool Hardener | 12 | | 4 | 4 | 4 |
| Welder, Combination | 12 | 3 | 3 | 3 | 3 |
| Stationary Engineer | 6 | 3 | 1 | 1 | 1 |
| Fireman, Stationary Boiler | 6 | | 2 | 2 | 2 |
| Maintenance Mechanic II | 6 | | 2 | 2 | 2 |
| Automobile Mechanic | 4 | | 2 | 1 | 1 |
| Chauffeur II | 6 | | 2 | 2 | 2 |
| Truck Driver, Light | 6 | | 2 | 2 | 2 |
| Yard Clerk II | 1 | | 1 | | |
| Mechanical Engineer II | 8 | 2 | 2 | 2 | 2 |
| Instrument Repairman | 3 | 1 | 1 | 1 | |
| Electrician | 34 | 4 | 10 | 10 | 10 |
| Electrical Repairman | 6 | | 2 | 2 | 2 |
| Batteryman II | 3 | | 1 | 1 | 1 |
| Steam Fitter | 9 | | 3 | 3 | 3 |

| Occupation | Labor Needs | | | | |
|---|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb | Mar and Apr |
| Sheet Metal Worker II | 16 | | 6 | 5 | 5 |
| Locomotive Engineer II | 7 | 1 | 2 | 2 | 2 |
| Roadmaster | 1 | 1 | | | |

LABOR NEEDS OF NORTH AMERICAN AVIATION, INC.
KANSAS CITY, MISSOURI

8-21-41

| Occupation | Labor Needs | | | |
|---|---|---|---|---|
| | Total | Sept and Oct | Nov and Dec | Jan and Feb |
| Total | 1608 | 102 | 276 | 1230 |
| Tool Maker | 30 | 30 | | |
| Tool Clerk | 10 | 10 | | |
| Porter | 36 | 10 | 6 | 20 |
| Clerk, General | 32 | 32 | | |
| Watchman | 30 | 20 | 10 | |
| Sheet Metal Worker | 270 | | 50 | 220 |
| Millman | 54 | | 10 | 44 |
| Welder, Combination | 56 | | 10 | 46 |
| Floor Assembler | 108 | | 20 | 88 |
| Fabricating Mach Opr Sheet Metal | 163 | | 30 | 133 |
| Riveter, Aircraft | 545 | | 100 | 445 |
| Pattern & Model Maker | 55 | | 10 | 45 |
| Final Assembler | 110 | | 20 | 90 |
| Detail Assembler | 54 | | 10 | 44 |
| Maintenance Mechanic II | 55 | | 10 | 45 |

LABOR NEEDS OF FRUEHAUF TRAILER COMPANY
KANSAS CITY, MISSOURI

8-21-41

| Occupation | Total | Sept and Oct | Nov and Dec | Jan and Feb |
|---|---|---|---|---|
| Total | 150 | 150 | | |
| Welder, Arc | 50 | 50 | | |
| General Assembler I | 100 | 100 | | |

LABOR NEEDS OF MAJOR DEFENSE EMPLOYERS*

ST. LOUIS

September--February

| OCCUPATION | NEEDED | EMPLOYER |
|---|---|---|
| TOTAL | 10,346 | |
| TNT Operators | 1,250 | Atlas Powder Co. |
| Non-Production Workers | 331 | Atlas Powder Co. |
| Tool Crib Attendant | 5 | McQuay-Norris Co. |
| Guard | 13 | McQuay-Norris Co. |
| Machinist II | 12 | Busch-Sulzer Co. |
| " | 6 | Scullin Steel Co. |
| Bench Machinist | 12 | Busch-Sulzer Co. |
| " | 140 | Curtiss-Wright Corp. |
| Job Setter II | 55 | McQuay-Norris Co. |
| Tool & Die Maker | 100 | Emerson Electric Co. |
| " | 15 | McDonnell Aircraft Co. |
| " | 8 | McQuay-Norris Co. |
| Engine Lathe Operator | 140 | Curtiss-Wright Corp. |
| " | 30 | Emerson Electric Co. |
| Turret Lathe Operator | 140 | Curtiss-Wright Corp. |
| " | 100 | Emerson Electric Co. |
| Milling Mach. Operator | 6 | Busch-Sulzer Co. |
| " | 45 | Curtiss-Wright Corp. |
| " | 71 | Emerson Electric Co. |
| " | 24 | McDonnell Aircraft Co. |
| Planes Operator | 12 | Busch-Sulzer Co. |
| Cylinder Grinder Oper. | 7 | Emerson Electric Co. |
| " | 3 | McQuay-Norris Co. |
| Internal Grinder Oper. | 45 | Curtiss-Wright Corp. |
| " | 2 | Emerson Electric Co. |
| Surface Grinder Oper. | 3 | Emerson Electric Co. |
| Inspector | 70 | McQuay-Norris Co. |
| Aircraft Sheetmetal Wker | 700 | Curtiss-Wright Corp. |
| " | 255 | McDonald Aircraft Co. |
| " | 140 | St. Louis Aircraft Co. |
| Welder, Acetylene | 120 | Curtiss-Wright Corp. |
| " | 96 | St. Louis Aircraft Co. |
| Rockwell Tester | 7 | McQuay-Norris Co. |
| Heat Treater | 19 | McQuay-Norris Co. |
| Bench Grinder | 6 | McQuay-Norris Co. |
| Mult.Spindle Drill Press Op. | 24 | Emerson Electric Co. |
| Radial Drill Press Oper. | 27 | Emerson Electric Co. |
| " | 20 | St. Louis Aircraft Co. |
| Sing.Spindle Drill Press Opl | 24 | Emerson Electric Co. |
| " | 34 | Langis Machine Co. |
| " | 12 | Lincoln Engineering Co. |
| Screw Mach.Op.Semi-Auto. | 34 | Emerson Electric Co. |
| Centerless Grinder Oper. | 4 | Emerson Electric Co. |
| " | 3 | Lincoln Engineering Co. |
| " | 33 | McQuay-Norris Co. |

LABOR NEEDS OF MAJOR DEFENSE EMPLOYERS*

ST. LOUIS

September-February

| OCCUPATION | ADD'T. NEEDED | EMPLOYER |
|---|---|---|
| External Grinder Oper. | 45 | Curtiss-Wright Corp. |
| " | 7 | Emerson Electric Co. |
| Punch Press Oper. | 19 | Emerson Electric Co. |
| Aircraft Riveter | 3,685 | Curtiss-Wright Corp. |
| " | 105 | McDonald Aircraft Co. |
| " | 52 | St. Louis Aircraft Co. |
| Laborer, Process | 10 | Busch-Sulzer Co. |
| " | 30 | Landis Machine Co. |
| " | 266 | McQuay-Norris Co. |
| Trucker, Hand | 13 | McQuay-Norris Co. |
| Maintenance, Mech. II | 20 | McQuay-Norris Co. |
| Tool Grinder | 19 | McQuay-Norris Co. |
| Tool Grinder Oper. | 6 | Emerson Electric Co. |
| Welder, Arc | 60 | Combustion Engineering Co. |
| Elec. Bridge Crane Oper. | 7 | Scullin Steel Co. |
| Moulder, Floor | 3 | Scullin Steel Co. |
| Chipper, Foundry | 15 | Scullin Steel Co. |
| Loco, Crane Oper. | 6 | Scullin Steel Co. |
| Welder, Comb. | 4 | Scullin Steel Co. |
| Sewing Mach. Oper. | 1,766 | Garment Industry |
| TOTAL | 10,346 | |

*Does not include needs of St. Louis Ordnance Plant, for which information is not available.

LABOR NEEDS OF MAJOR DEFENSE EMPLOYERS*

ST. LOUIS

September--February

| EMPLOYERS | TOTAL NEEDED |
|---|---|
| Atlas Powder Co. | 1,581 |
| Busch-Sulzer Co. | 52 |
| Combustion Engineering Co. | 60 |
| Curtiss-Wright Corp. | 5,060 |
| Emerson Electric Co. | 458 |
| Landis Machine Co. | 64 |
| Lincoln Engineering Co. | 20 |
| McDonald Aircraft Co. | 399 |
| McQuay-Norris Co. | 537 |
| St. Louis Aircraft Co. | 308 |
| Scullin Steel Co. | 41 |
| Garment Industry | 1,766 |
| TOTAL . . . . . | 10,346 |

*Does not include needs of St. Louis Ordnance Plant, for which information is not available.

DEFENSE INDUSTRY - LABOR NEEDS

Sept. 1941 to Feb. 1942, Incl.

| | | SEPT. | OCT. | NOV. | DEC. | JAN. | FEB. | TOTAL |
|---|---|---|---|---|---|---|---|---|
| ATLAS POWDER COMPANY | | | | | | | | |
| TN T Operators | (No Code) | 50 | 100 | 300 | 400 | 400 | 0 | 1250 |
| Non-Productive Wkrs. | | 261 | 70 | 0 | 0 | 0 | 0 | 331 |
| | | 311 | 170 | 300 | 400 | 400 | 0 | 1581 |
| BUSCH-SULZER COMPANY | | | | | | | | |
| Planer Operator | 4-78.071 | 12 | 0 | 0 | 0 | 0 | 0 | 12 |
| Milling Mach. Opr. | 4-78.031 | 6 | 0 | 0 | 0 | 0 | 0 | 6 |
| Bench Machinist | 4-75.120 | 6 | 6 | 0 | 0 | 0 | 0 | 12 |
| Floor Machinist | 4-75.010 | 6 | 6 | 0 | 0 | 0 | 0 | 12 |
| Machinist Helpers | 8-78.10 | 5 | 5 | 0 | 0 | 0 | 0 | 10 |
| | | 35 | 17 | 0 | 0 | 0 | 0 | 52 |
| COMBUSTION ENGINEERING CO. | | | | | | | | |
| Welders, Arc | 4-85.020 | 10 | 10 | 10 | 10 | 10 | 10 | 60 |
| | | 10 | 10 | 10 | 10 | 10 | 10 | 60 |
| CURTISS-WRIGHT CORPORATION | | | | | | | | |
| Aircraft Riveter | 7-03.530 | 500 | 640 | 740 | 605 | 600 | 600 | 3685 |
| S.M. Worker-Aircraft | 4-80.050 | 125 | 125 | 125 | 125 | 100 | 100 | 700 |
| Welder, Acetylene | 4-85.030 | 25 | 25 | 20 | 20 | 15 | 15 | 120 |
| Engine Lathe Oper. | 4-78.011 | 30 | 25 | 25 | 25 | 20 | 15 | 140 |
| Turret Lathe Oper. | 4-78.021 | 30 | 25 | 25 | 25 | 20 | 15 | 140 |
| Milling Mach. Oper. | 4-78.031 | 10 | 8 | 8 | 8 | C | 5 | 45 |
| External Grinder Op. | 6-78.513 | 10 | 8 | 8 | 8 | 6 | 5 | 45 |
| Internal Grinder Operator | 4-78.512 | 10 | 8 | 8 | 8 | 6 | 5 | 45 |
| Bench Machinist | 4-75.120 | 30 | 25 | 25 | 25 | 20 | 15 | 140 |
| | | 770 | 889 | 984 | 849 | 793 | 775 | 5060 |
| EMERSON ELECTRIC COMPANY | | | | | | | | |
| Engine Lathe Opr. | 4-78.011 | 0 | 0 | 0 | 0 | 22 | 8 | 30 |
| Single Spindle D.P. Operator | 6-78.083 | 0 | 0 | 0 | 0 | 18 | 6 | 24 |
| Multiple Spindle D.P. Operator | 6-78.081 | 0 | 0 | 0 | 0 | 18 | 6 | 24 |
| Punch Press Oper. | 6-88.622 | 0 | 0 | 0 | 0 | 14 | 5 | 19 |
| Screw Mach. Operator Semi-Auto. | 6-78.144 | 0 | 0 | 0 | 0 | 25 | 9 | 34 |
| Milling Mach. Oper. | 4-78.031 | 0 | 0 | 0 | 0 | 53 | 18 | 71 |
| Internal Grinder Operator | 4-78.512 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Centerless Grinder Operator | 6-78.511 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| Universal Grinder Operator | 4-78.511 | 0 | 0 | 0 | 0 | 5 | 2 | 7 |
| Surface Grinder Operator | 4-78.513 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |

DEFENSE INDUSTRY - LABOR NEEDS

Sept. 1941 to Feb. 1942, Incl.

| | | SEPT. | OCT. | NOV. | DEC. | JAN. | FEB. | TOTAL |
|---|---|---|---|---|---|---|---|---|
| EMERSON ELEC. CO. (Cont'd) | | | | | | | | |
| Tool Grinder Opr. | 5-84.110 | 0 | 0 | 0 | 0 | 4 | 2 | 6 |
| External Grinder Operator | 6-78.513 | 0 | 0 | 0 | 0 | 5 | 2 | 7 |
| Turret Lathe Opr. | 4-78.021 | 0 | 0 | 0 | 0 | 75 | 25 | 100 |
| Radial D.P. Oper. | 6-78.082 | 0 | 0 | 0 | 0 | 20 | 7 | 27 |
| Tool & Die Makers | 4-76.210 | 100 | 0 | 0 | 0 | 0 | 0 | 100 |
| | | 100 | 0 | 0 | 0 | 265 | 93 | 458 |
| LANDIS MACHINE COMPANY | | | | | | | | |
| Single Spindle D.P. Operator | 6-78.083 | 17 | 17 | 0 | 0 | 0 | 0 | 34 |
| Assembler | 8-78.10 | 15 | 15 | 0 | 0 | 0 | 0 | 30 |
| | | 32 | 32 | 0 | 0 | 0 | 0 | 64 |
| LINCOLN ENGINEERING CO. | | | | | | | | |
| Single Spindle D.P. Operator | 6-78.083 | 0 | 0 | 12 | 0 | 0 | 0 | 12 |
| Centerless Grinder Operator | 6-78.511 | 0 | 0 | 8 | 0 | 0 | 0 | 8 |
| | | 0 | 0 | 20 | 0 | 0 | 0 | 20 |
| McDONNELL AIRCRAFT CO. | | | | | | | | |
| Tool & Die Maker | 4-76.210 | 2 | 3 | 3 | 2 | 2 | 3 | 15 |
| Milling Machine Opr. | 4-78.031 | 3 | 5 | 5 | 3 | 3 | 5 | 24 |
| S.M. Worker Aircraft | 4-80.050 | 50 | 50 | 35 | 35 | 50 | 50 | 255 |
| Aircraft Riveter | 7-03.530 | 20 | 20 | 15 | 15 | 15 | 20 | 105 |
| | | 75 | 78 | 58 | 55 | 55 | 78 | 399 |
| McQUAY NORRIS | | | | | | | | |
| Screw Mach. Oper. Auto. | 8-78.10 | 78 | 78 | 28 | 28 | 27 | 27 | 266 |
| Centerless Grinder Operator | 8-78.10 | 10 | 10 | 4 | 3 | 3 | 3 | 33 |
| Centerless Grinder Setup Man | 4-75.160 | 2 | 2 | 1 | 1 | 1 | 1 | 8 |
| Cylinder Grinder Oper. (Rough) | 4-78.511 | 1 | 1 | 1 | 0 | 0 | 0 | 3 |
| Bench Grinder | 6-77.710 | 2 | 2 | 1 | 1 | 0 | 0 | 6 |
| Gage Maker | 4-76.210 | 3 | 2 | 1 | 1 | 1 | 0 | 8 |
| Guard | 2-61.03 | 4 | 4 | 2 | 1 | 1 | 1 | 13 |
| Heat Treater | 6-57.161 | 6 | 6 | 3 | 2 | 2 | 0 | 19 |
| Inspector | 4-78.671 | 12 | 12 | 4 | 4 | 3 | 3 | 38 |
| Inspector, Visual | 4-78.671 | 10 | 10 | 3 | 3 | 3 | 3 | 32 |

DEFENSE INDUSTRY - LABOR NEEDS

Sept. 1941 to Feb. 1942, Incl.

| | | SEPT. | OCT. | NOV. | DEC. | JAN. | FEB. | TOTAL |
|---|---|---|---|---|---|---|---|---|
| McQUAY NORRIS (Cont'd) | | | | | | | | |
| Job Setter Automatic Screw Machine | 4-75.160 | 15 | 15 | 5 | 4 | 4 | 4 | 47 |
| Maintenance Mech II | 5-83.641 | 6 | 6 | 2 | 2 | 2 | 2 | 20 |
| Rockwell Tester | 4-87.910 | 2 | 2 | 1 | 1 | 1 | 0 | 7 |
| Tool Crib Attn. | 1-38.05 | 2 | 1 | 1 | 1 | 0 | 0 | 5 |
| Tool Grinder | 5-84.110 | 6 | 6 | 2 | 2 | 2 | 1 | 19 |
| Trucker, Hand | 9-64.44 | 4 | 4 | 2 | 1 | 1 | 1 | 13 |
| | | 163 | 161 | 61 | 55 | 51 | 46 | 537 |
| ST. LOUIS AIRCRAFT CO. | | | | | | | | |
| Welder, Acetylene | 4-85.030 | 18 | 30 | 28 | 20 | 0 | 0 | 96 |
| S. M. Worker, Aircraft | 4-80.050 | 28 | 41 | 41 | 30 | 0 | 0 | 140 |
| Riveter, Aircraft | 7-03.530 | 10 | 15 | 15 | 12 | 0 | 0 | 52 |
| Single Spindle D.P. Operator | 6-78.083 | 4 | 6 | 5 | 5 | 0 | 0 | 20 |
| | | 60 | 92 | 89 | 67 | 0 | 0 | 308 |
| SCULLIN STEEL CO. | | | | | | | | |
| Machinist II | 4-75.010 | 2 | 4 | 0 | 0 | 0 | 0 | 6 |
| Elec. Bridge Crane Operator | 5-73.010 | 2 | 5 | 0 | 0 | 0 | 0 | 7 |
| Molder Floor | 4-81.030 | 3 | 0 | 0 | 0 | 0 | 0 | 3 |
| Chipper, Fdry | 6-82.910 | 5 | 10 | 0 | 0 | 0 | 0 | 15 |
| Loco. Crane Oper. | 5-73.060 | 2 | 4 | 0 | 0 | 0 | 0 | 6 |
| Welders, Combination | 4-85.040 | 0 | 4 | 0 | 0 | 0 | 0 | 4 |
| | | 14 | 27 | 0 | 0 | 0 | 0 | 41 |
| GARMENT INDUSTRY LABOR NEEDS Sewing Mach. Operators 6-27.530 to 6-27.589 | | 375 | 271 | 204 | 154 | 321 | 441 | 1766 |

OFFICE OF PRODUCTION MANAGEMENT

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

Place: Mark Twain Hotel,
St. Louis, Missouri

Date: September 22, 1941

MINUTES
FOURTH MEETING

The Ninth Regional Labor Supply Committee held its fourth meeting in accordance with its schedule for meetings in defense communities on September 22, 1941. The Committee convened at 9:30 A.M. at the Mark Twain Hotel in St. Louis, Missouri. On the preceding day the subcommittee on Training had met in St. Louis for a discussion of Committee problems pertinent to national defense training.

The Committee held a short business session from 9:30 A.M. to 10:00 A.M. during which time the Acting Chairman presented for Committee consideration certain communications from the Labor Supply Branch, Office of Production Management. It was agreed that the Committee would reconvene at 7:30 P.M. after the meetings with Labor and Management representatives, and continue discussions of Committee business.

The following members of the Committee were present:

Walter Siegerist,
Representing Management

Leslie V. Doud,
Representing Labor

C. T. Cardwell,
Assistant District Representative,
Training within Industry

Lewis W. Clymer,
Negro Employment and Training Branch,
Office of Production Management

A. E. Schoettler,
U. S. Office of Education,
Federal Security Agency

A. V. Lundgren,
Apprenticeship Field Representative,
Division of Labor Standards,
U. S. Department of Labor

Miss May Risher,
National Youth Administration,
Federal Security Agency

Q. Ray Johnson,
National Youth Administration,
Federal Security Agency

Mrs. B. M. Snoddy,
Civil Service Commission

John R. Woodside,
State Director of Training and Reemployment,
Work Projects Administration

Marvin Groebe,
Division of Reemployment and Training
Work Projects Administration

Ned McDonald,
Assistant Regional Representative
U. S. Employment Service

Glenn E. Brockway,
Regional Representative,
U. S. Employment Service

In addition, the following Committee consultants were in attendance:

Harold T. Smutz,
Technical Representative,
U. S. Employment Service

Tom Mooney,
Assistant Technical Representative,
U. S. Employment Service

Frank Cisar,
Regional Economic Analyst
U. S. Employment Service

Charles Garrison,
Labor Informational Service Representative,
Social Security Board

Washington representatives present were:

Emory Olson,
Assistant Chief,
Labor Supply Branch,
Office of Production Management

Lyle Garlock,
Field Representative,
U. S. Employment Service

The meeting date conflicted with student registration at Washington University, St. Louis, Missouri, which did not permit of

attendance during the morning and afternoon sessions by the following:

* Dr. William H. Stead,
Bureau of Labor Statistics,
U. S. Department of Labor

A. S. Langsdorf,
Engineering, Science and Management Defense Training

R. S. Glasgow,
Engineering, Science and Management Defense Training

(* In attendance at evening business session of the Committee.)

Guests present at the invitation of Committee members were:

Lt. M. A. Poletti,
Representing St. Louis Ordnance Department,
St. Louis Ordnance District

Mark Brooks,
State Department of Education

It was unfortunate that representatives of the Division of Contract Distribution and Priorities Division, Office of Production Management, who had been invited, failed to put in an appearance. The Committee's Navy Department representative was also not in attendance.

At 10:30 A.M. the Committee began round-table discussions on St. Louis labor supply matters with the following representatives of St. Louis organized labor:

Luther M. Slinkard,
Secretary,
St. Louis Industrial Union Council

John Kociscak,
United Auto Workers (CIO)

Walter E. Schilling,
United Auto Workers (CIO)

Lawrence Wynn,
United Auto Workers (CIO)

Charles A. Orr,
Organizer,
Amalgamated Clothing Workers of America

Griselda Kuhlman,
Amalgamated Clothing Workers of America

Lois Orr,
Amalgamated Clothing Workers of America

Joe Dirnoncourt,
Representative,
Steel Workers Organizing Committee

Boyd L. Wilson,
International Representative,
Steel Workers Organizing Committee

H. A. Schwarzott,
International Representative,
United Shoe Workers

LeRoy Nash,
CIO

Joseph P. Clark,
President,
Central Trades and Labor Union of
St. Louis and Vicinity

Edward G. Flynn,
President,
Building and Construction Trades Council

Lloyd Weber,
Business Representative, District #9,
International Association of Machinists

A. F. Loepke,
Representative,
Electric Workers Local No. 1

John J. Church,
Secretary,
Building and Construction Trades Council

Arthur A. Hunn,
Secretary,
Painters District Council

Henry Scherer,
Business Agent,
Journeymen Tailors

J. T. Latham,
Building Service Employees

T. J. Dwyer,
Building Service Employees

William J. Gibbons,
Typographical Union No. 8

H. T. Collins,
Typographical Union No. 8

The Acting Chairman briefly reviewed the objectives and responsibilities of the Regional Labor Supply Committee, in order to orient the Labor

representatives present with the work and functions of the Committee.

Discussions had with the Labor representatives were primarily concerned with the following:

1. Employment and hiring practices of certain St. Louis defense employers, which severely disturb the local labor market and discriminate against organized workers or other local qualified labor.

2. Full registration of the skills of organized workers with the St. Louis State Employment Service office.

3. Transfer of workers from nondefense to defense employment, either through negotiations or through transfer of displaced workers, such displacement resulting from the impact of material priorities.

4. The relationship of the defense training program to organized labor, including Training-Within-Industry programs.

5. How organized labor can cooperate with the Regional Labor Supply Committee and its member agencies through a local Labor Supply Committee.

6. Establishment of a Local Labor Supply Committee.

Throughout the entire discussion it was obvious that three major defense employers were extending to organized labor and to governmental labor supply agencies operating in the local community and/or in the region, only a bare minimum of cooperation. These major defense employers are:

Atlas Powder Company,
Weldon Springs, Missouri

McQuay-Norris Manufacturing Company,
St. Louis, Missouri

U. S. Cartridge Company,
St. Louis, Missouri

It was very obvious that labor supply cooperation can be achieved with these employers only through instructions from proper officials of the War Department and the Office of Production Management. Agencies represented on the Regional Labor Supply Committee locally have been "overlooked," to put it mildly, by these three defense employers; their total disregard for any scrupulous and intelligent hiring policies was very evident.

The Labor representatives present were in agreement with the Committee that it was the desirable and efficient thing to do, to have total registration of skills with the Employment Service. It was agreed that this shall be accomplished. However, the Labor representatives were unanimous in their challenge to the Committee that if Labor goes the whole way on registration of their skills, Management must cooperate equally by adopting and carrying out scrupulous and intelligent hiring

policies and further must substantially centralize their demands for workers with the State Employment Service offices.

The Acting Chairman suggested that the two labor organizations each select four representatives to constitute labor representation for a local labor supply committee. The local labor supply committee would have equal representation on the Committee named from Management in St. Louis. The Acting Chairman of the Regional Labor Supply Committee would name representatives of Government to the local St. Louis Labor Supply Committee. These representatives would be considered as representatives of the public, as well as of Government.

Mr. Joseph P. Clark, President, Central Trades and Labor Union of St. Louis and Vicinity, (AFL) and Mr. Luther M. Slinkard, Secretary, St. Louis Industrial Union Council (CIO) are to submit to the Acting Chairman nominations for committee representation, if their respective memberships agree to participation with Management and Government on such a local St. Louis Labor Supply Committee.

The meeting with the representatives of Labor was adjourned at 1:30 P.M.

The Committee felt that the discussions with Labor were exceptionally helpful, and that the discussions pointed the way for essential Committee action as well as toward necessary action by the Office of Production Management and the War Department, particularly Army Ordnance.

The Committee reconvened at 2:15 P.M. with representatives of Management. The following firms were represented by:

Ernest Dunford,
Vice-President,
Landis Machine Company

H. M. Ramel,
Vice-President,
Ramsey Accessory Manufacturing Corporation

G. W. Brown,
Personnel Director,
Wagner Electric Corporation

O. L. Allman,
Personnel Director,
Curtiss-Wright Corporation

O. C. Oechsli,
Emerson Electric Manufacturing Company

E. F. Neff,
Personnel Director,
McDonnell Aircraft Corporation

George Smith,
General Manager,
Century Electric Company

R. J. Russell,
First Vice-President and Treasurer,
Century Electric Company

The following important defense establishments, although invited, were not represented:

U. S. Cartridge Company
McQuay-Norris Manufacturing Company
Atlas Powder Company
Atlas Tool and Manufacturing Company
Knapp-Monarch Company
Busch-Sulzer Brothers Diesel Engine Company
Carter Carburetor Corporation

The Acting Chairman briefly reviewed for the Management representatives the objectives and responsibilities of the Regional Labor Supply Committee.

Discussions had with the Management representatives were primarily concerned with the following:

1. Uses now made or to be made of the services of governmental agencies dealing with labor supply, particularly the State Employment Service.

2. Transfer of workers from nondefense to defense employment, either through negotiations or through transfer of displaced workers, such displacement resulting from the impact of material priorities.

3. How Management can cooperate with the Regional Labor Supply Committee and its member agencies, through a local labor supply committee.

4. Employment and hiring policies of certain St. Louis defense employers, which severely disturb the local employed labor market and which fail to utilize the services of governmental agencies working in the labor supply field.

The meeting with Management representatives was more of a "grievance" meeting against two major St. Louis defense employers than was the meeting with Labor representatives earlier in the day. It will be noted that neither St. Louis Ordnance nor McQuay-Norris were represented in the afternoon meeting with Management representatives. After some time the Management representatives "opened up" and denounced the employment and hiring policies of these two firms in no uncertain terms. Practically every bad practice that could be employed by Management to disturb the employed and unemployed labor market appears to be standard practice with these two firms. Atlas Powder came in for only slight criticism, comparatively.

"Stealing," "robbing," "pirating," "outbidding," "advertising," "bullying," "intimidation," "blackmail," etc., were much used invectives

by the Management representatives attending. The criticisms of both Labor and Management were so similar from their respective points of view that there can be no margin for discounting the veracity and sincerity of the statements and observations of either group.

Committee members did not air their agency's difficulties with these two employers before either the Labor or Management representatives. Obviously nothing could have been gained thereby.

The Committee, however, can reach only one conclusion - War Department, Army Ordnance representatives and Office of Production Management representatives, with final authority, must get these two employers in line, or the entire defense production program in St. Louis will continue to be fraught with unnecessary difficulties and production delays.

There has been much said in high government circles about the bad St. Louis labor situation. St. Louis Labor will go down the line 100 per cent with the Government in the defense program, if Management will do likewise.

It is therefore recommended by the Ninth Regional Labor Supply Committee that representatives of the above cited Government departments jointly meet with Management of the St. Louis Ordnance Company and the McQuay-Norris Manufacturing Company, with appropriate members of the Regional Labor Supply Committee in attendance, to achieve cooperation from the Management of these concerns in order that the defense program in St. Louis can move forward with speed and with efficiency.

In the discussions with Management representatives it was evident that the fullest use had not been made of the State Employment Service. When all observations with respect to the employment office's place in the St. Louis job market are summarized, one fact is very outstanding, namely, that an adequate registration of the labor reservoir has not been had. Lack of complete service on orders has caused the employers to resort to several recruitment methods, including use of fee charging employment agencies. Therefore, the total registration of organized labor with the employment service can serve to correct the greatest shortcoming which the employment service apparently has, providing that employers do not discriminate against union workers in their hirings.

The Acting Chairman, at the conclusion of the meeting, suggested to the Management representatives, as he had to the Labor representatives, that they cooperate in naming representation to a local St. Louis Labor Supply Committee. The Acting Chairman assigned to the Management representative on the Committee the responsibility for following through this suggestion with the employers in St. Louis, in order that the local committee might be named at an early date and begin functioning.

The meeting with the Management representatives adjourned at 5:30 P.M.

The Committee felt that the discussions with Management were very helpful and that action was necessary, as hereinbefore stated, if any

Government agency responsible for labor supply functions is to produce, or if the defense program is to go forward as it should and can in St. Louis.

The Committee reconvened at 7:30 P.M. to continue with discussion of business, carried over from the brief morning session.

The following items were discussed and appropriate materials pertinent thereto were distributed to the Committee members:

1. War Department, Office of the Under Secretary, relative to appointment of representative of Under Secretary of War and Army and Navy Munitions Board.

2. Establishment of local or area committees within regions - Arthur S. Flemming.

3. Weekly meetings of operating agency committee representatives; bi-weekly meeting overall committee - Arthur S. Flemming.

4. Aircraft schedules and blackout schedules issued by Bureau of Labor Statistics as revised through contacts.

5. Labor supply information - Region IX.

6. Army and Navy Munitions Board letter and restricted list of urgency standing and preference products.

7. Strategic materials under Government control.

8. Requirements for proof of employees of their American birth - War Department.

9. Procedures for the handling of transfers of displaced workers - negotiated transfers.

The Committee adjourned at 11:00 P.M. to convene again at its next regularly scheduled meeting in Wichita, Kansas on October 6, 1941.

Respectfully submitted,

Glenn E. Brockway

Glenn E. Brockway, Acting Chairman,
Ninth Regional Labor Supply Committee,
Office of Production Management

OFFICE OF PRODUCTION MANAGEMENT

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

Place: Allis Hotel,
Wichita, Kansas

Date: October 6, 1941

MINUTES
FIFTH MEETING

The Ninth Regional Labor Supply Committee held its fifth meeting at Wichita, Kansas on October 6, 1941. As prearranged, the morning session, which began at 10:00 a.m., was limited to a discussion of labor supply problems with representatives of Kansas and Wichita labor organizations. The following representatives of major labor organizations were present:

H. T. Crow, Secretary, Wichita Central Labor Union
A. P. Willard, President, Wichita Trades and Labor Assembly
Frank Bish, Plasterers Local, Wichita
Lee F. Hill, International Brotherhood of Electrical Workers, Wichita
Ivan Millikan, Local 634, Wichita
John Tilman, Typographical Union, Wichita
John P. Kieffer, 1st Vice-President, Kansas State Federation of Labor
Dale O. Cook, Carpenters' Union, Wichita
A. E. Jacques, Musicians Local, Wichita
E. C. Gore, Central Body, Coffeyville, Kansas
Harry H. Hicks, Operating Engineers, Coffeyville, Kansas
C. M. Scott, Carpenters' Union, Coffeyville, Kansas
C. C. Couchman, Sheet Metal Workers, Wichita, Kansas
Ralph J. Welliver, Secretary-Treasurer, Laborers #94, Wichita, Kansas
M. E. Young, Painters and Decorators, Wichita, Kansas
W. L. Shield, Plumbers and Steamfitters, Wichita, Kansas
F. J. Burns, UAW-CIO, Wichita, Kansas
H. C. Fremming, Oil Workers Union, CIO, National Representative, Washington, D.C.
A. F. Schindler, Oil Workers, CIO, Augusta, Kansas
C. W. Stover, Secretary, Kansas Industrial Union Council, Kansas City, Kansas
H. W. Ray, International Association of Machinists, Wichita, Kansas

E. R. Wooters, International Association of Machinists, Wichita, Kansas
C. E. Fuller, International Association of Machinists, Wichita, Kansas
Baron DeLuis, UAW-CIO, Kansas City, Missouri
Fred Divine, UAW-CIO, Wichita, Kansas
Willard R. McDonald, UAW-CIO, Kansas City, Missouri
James A. Davis, UAW-CIO, Wichita, Kansas

The Acting Chairman briefly stated the objectives of the meeting as follows:

1. To identify the labor supply policies of the Office of Production Management;

2. To identify labor supply problems presently existing in the area or anticipated;

3. To bring out objective suggestions toward the establishment of a pattern of action by means of which through coordinated effort, Labor, Management and Government can successfully cope with and solve these labor supply problems.

During discussions that followed, it was obvious that labor could best coordinate its efforts with those of government by:

1. Making available to government at all times the skills of its available, qualified membership through registration with the employment service;

2. Seeking out and making known to government, through the employment service and training agencies, the skills of the membership working out of skill;

3. Aiding the employment service and training agencies in the execution of programs for proper classification and training or retraining of workers;

4. Keeping in close touch at all times with local, state and Federal agencies and the Labor Supply Committee so that at all times situations involving labor supply that adversely affect the worker can be dealt with and solved;

5. Sharing with management and government responsibilities involved in handling transfers and placement of workers displaced as a result of material or quota priorities.

The employment practices of defense employers in the Wichita area, particularly employers in the aircraft industry, were the target of considerable criticism. These practices are:

1. Discrimination against older skilled workers in favor of untrained or briefly trained younger workers;

2. Discrimination against union workers, coincidental with age discrimination;

3. Recruiting of outside trainees, when available, qualified older workers are available locally;

4. Breaking down of jobs in the plants, without due consideration being given to qualified, available local labor equipped to man the original job before breakdown;

5. Gate hiring by certain companies.

It was very evident that one of the major sources of difficulty which contributes to all five of the criticisms levelled above is the wage standard applicable to the aircraft industry in Wichita. The low level of wages in the industry is certainly contributory to the creation of incompatibilities and resulting discriminations and malpractices.

A suggestion by the Acting Chairman at the conclusion of discussions, that Labor join with Management via a local committee toward mutual solution of the local problems which had been discussed, fell very flat. Wichita labor is not apparently ready or equipped to play such a role at present with Wichita management.

The meeting with Labor in the morning was followed by a meeting with Management representatives in the afternoon. The following representatives of Management were present:

Gerald Gordon, Associated Industries of Kansas, Topeka, Kansas
M. A. Haber, Secretary, Chamber of Commerce, Newton, Kansas
M. V. Lyle, Wichita Manufacturers Club, Wichita, Kansas
George Trombold, Boeing Aircraft Company, Wichita, Kansas
Warren E. Blazier, Beech Aircraft Company, Wichita, Kansas
Frank McCurry, Derby Oil Company, Wichita, Kansas
A. A. Knapp, Coleman Lamp and Stove Company, Wichita, Kansas
N. C. Balderson, Balderson Manufacturing Company, Wamego, Kansas
Max Wales, Kansas Industrial Development Commission, Topeka, Kansas

Others present at the afternoon meeting were:

H. G. Hartzell, Division of Contract Distribution, Wichita Sub-office, Wichita, Kansas
Jeff Robertson, Kansas State Labor Commissioner, Topeka, Kansas
Frank T. Stockton, Dean, School of Business Administration, Kansas University, Lawrence, Kansas
G. W. Corsaut, Manager, Kansas State Employment Service, Wichita, Kansas
G. R. Umbarger, Interviewer, Kansas State Employment Service, Wichita, Kansas
Lawrence Parker, Supervisor, State Board for Vocational Education, Pittsburg, Kansas

The Acting Chairman, in opening the afternoon session, restated the objectives of the meeting to management representatives. Discussions that followed centered primarily around the following:

1. Submission by management of full hiring demands and job specifications to the employment service;

2. More substantial centralization of hirings with the employment service;

3. Elimination of all advertising and labor scouting, and in their stead use of the clearance system of the employment service;

4. Stepping up of "in-plant" training programs and full use of public training facilities for supplementary training;

5. Use of all reservoirs of local labor, particularly negro workers and older workers;

6. Utilization of local labor displaced as a result of priorities.

During the afternoon session the criticisms levelled by Labor at the employment practices of the aircraft companies were aired.

It was obvious that demand schedules being furnished the employment service included only about 50 percent of total expected hirings. Gate hiring and hirings from outside the local area constituted the additional 50 percent.

Likewise it was brought out that the aircraft companies had not furnished the employment service with hiring specifications but had been furnishing the local National Defense Training School with training course specifications. The end result of this practice, of course, has been the blocking off of graduate trainees from other vocational schools outside the area who were not "graduated" under the industry's specific training specifications.

Discussions in this regard were very pointed. Two important conclusions were reached:

1. Gate hiring resulted in the application of "hiring" specifications and not in the application of "training" specifications;

2. The aircraft industry blamed government, particularly the regional office, for breaking off a "clearance area" arrangement, said clearance area extending into Oklahoma. This arrangement was effected by representatives of the Kansas and Oklahoma State Employment Services and the regional office in early May 1941 at Ponca City, Oklahoma.

It was brought out finally that the Director of the Kansas State Employment Service on May 19, 1941 had broken off this arrangement without the knowledge of the aircraft industry, the Oklahoma State Employment Service or the regional office. (See letter attached.) This action was taken by the Kansas Director even though his assistant from the administrative office, a field supervisor and the manager of the Wichita office had represented him, on his request, at the Ponca City meetings.

These latter two findings are of course incompatible with the position argued by the industry that hirings will be only through the Wichita Vocational Schools and the employment service on the basis of local training and that local supply is adequate.

(This discussion was very clarifying and actions which have been taken as of the date these minutes are being written will no doubt serve to correct situations growing out of 1 and 2 above.)

The aircraft representatives were very adamant in their position that no trainees, or trainee material, be moved out of the Wichita area to other aircraft employment. This position was argued very strongly and was directed primarily at Lockheed's plan for orderly recruitment of workers from reservoirs still existing in the midwest. In support of their contention Mr. George Trombold, Personnel Director for the Boeing Airplane Company, Wichita Division, presented a statement of conclusions and recommendations on this subject for the consideration of the Regional Labor Supply Committee. It was represented that these recommendations were approved by all midwest aircraft company personnel directors. (See copy of recommendations attached.)

(Since the Wichita meeting it has been determined that these recommendations are really agreed to by the aircraft companies in Wichita only.)

The Regional Labor Supply Committee accepted the submittal for consideration and indicated it would take action thereon and communicate with appropriate parties.

Aside from discussions of the aircraft industry's problems, which monopolized most of the time, priorities displacement and the functions of the Division of Contracts Distribution and the Employment Service in this regard were explained. Representatives of single industries and manufacturers associations participated in the discussions and expressed gratification of an opportunity to discuss this problem and the efforts being directed toward the handling of it.

The Acting Chairman proposed during the meeting that Management participate with Labor and Government on a local committee with a view toward working out plans and taking action on a local basis in the solution of labor supply problems. As in the instance of Labor, the suggestion to Management fell flat.

In summary it is believed that the Wichita meeting was worthwhile; first, because the major labor groups in Wichita for the first time sat around a conference table together and discussed labor's problems in the area; secondly, frank discussion with management of their employment policies brought to light certain corrections and changes in these policies that are desirable; thirdly, the discussions revealed that there are no serious labor supply problems existent at the present time in Wichita but that serious labor supply problems can develop in the next year unless management drops its "business as usual" attitude and cooperates more closely with Labor and Government.

The Regional Labor Supply Committee convened in evening session for a discussion of problems aired during the day and concerning which plans for action were developed. In addition, Mr. C. M. Miller, Director, Kansas State Department for Vocational Education, reported on the activities of the Kansas State Council of Administrators. Mr. Miller's report was an artistic "blackout." Nothing of value to the committee was gained and interrogation of Mr. Miller by committee members resulted in counter questioning by him. The issue of discrimination in the training of negroes by the Wichita National Defense Training School was sidetracked when "local autonomy" reared its head. The report by Mr. Miller was quite in contrast with the report made at the committee's preceding meeting by Mr. E. L. Knight for the Missouri Council of State Administrators.

After considerable discussion and a thorough inventory of results, it was felt by the committee that:

1. Future meetings scheduled for Oklahoma City, Tulsa and Little Rock, similar to those had on the two previous

occasions at St. Louis and Wichita, should be cancelled for at least the time being.

2. Further attempts to organize local committees representing management, labor and government be discontinued. The committee agreed that, where necessary, attempts might later be made to organize local labor supply committees constituted similarly to the Regional Labor Supply Committee.

The committee agreed its next meeting would be held at headquarters in Kansas City, Missouri.

The following committee members attended the Wichita meetings:

Mr. Leslie V. Doud, Labor
Mr. C. T. Cardwell, T.W.I.
Lt. Commander R. J. Twyman, Ninth Naval District
Major Harold T. Smith, OUSW and Army and Navy Munition Board
Mr. Lewis W. Clymer, Negro Employment and Training
Mr. A. E. Schoettler, Office of Education
Mr. A. V. Lundgren, Apprentice Training
May Risher, NYA
Mrs. B. M. Snoddy, Civil Service Commission
Mr. J. R. Woodside, WPA
Mr. M. D. Groebe, WPA
Mr. Ned McDonald, United States Employment Service
Mr. Glenn E. Brockway, Acting Chairman

In addition, the following consultants to the committee were in attendance:

Mr. F. A. Cisar, Economic Analyst, Bureau of Employment Security
Mr. H. T. Smutz, Field Research Center, U.S. Employment Service
Mr. Charles S. Garrison, Labor Information Representative, Social Security Board.

Respectfully submitted,

Glenn E. Brockway

Glenn E. Brockway, Acting Chairman,
Ninth Regional Labor Supply Committee,
Office of Production Management

Attachments

Kansas Unemployment Compensation Division
KANSAS STATE EMPLOYMENT SERVICE
Affiliated With
Social Security Board
Masonic Temple Building
Topeka, Kansas

C O P Y

C O P Y

May 19, 1941

Mr. C. W. Corsaut, Manager
Kansas State Employment Service
322 North Market
Wichita, Kansas

Dear Mr. Corsaut:

It has come to my attention since returning to the office, that a plan was developed at the Ponca City meeting to have the Wichita office contact the Oklahoma State Employment Service direct from the Wichita office.

Inasmuch as this is not good Employment Service procedure and is in direct violation of the clearance procedures, it should be discontinued immediately. In the future, all contacts you desire with the Oklahoma State Employment Service should be made through the administrative office. Through your many years of work in Government activities, I am sure you know it is essential that the administrative office have knowledge of these activities in order to carry on their work in a more efficient manner.

In this connection, it has also come to my attention that you recently wired twelve other local employment offices for trainees. This, likewise, is not in accordance with our clearance procedures and should be discontinued immediately.

Such activities leave the administrative office completely "in the dark." Here, too, I know it is not your intention to "go around" the administrative office, but rather your desire to complete a job as soon as possible. However, in the future, please handle all such matters through the administration office.

Very truly yours,

(Signed) G. L. Warders
G. L. WARDERS
Director

Recommendations presented by Mr. George Trombold, Personnel Director for the Boeing Airplane Company, Wichita Division, with respect to procedures on control of labor supply in defense areas.:

1. That labor supply areas be defined inscribing each of the centers where National Defense contracts are concentrated. That no referrals be made by the United States Employment Service of trainees from within these areas to any other area until existing hiring schedules have been completed.

2. That control of allocation of students to National Defense schools be exercised by the State and Local Advisory Committees taking full cognizance of local needs for trainees. That the total output of trainees in the area be restricted to the number required to fill defense needs in the area.

3. That the certification of National Defense training schools be carefully regulated by the State Advisory Committee concerned on the basis of total need for trainees in the area and the ability of existing schools to take care of that need. That the State Advisory Committee set up and rigidly follow minimum standards of qualification for all defense school instructors.

4. That full use be made of the labor pool resulting from unemployment caused by priority control. This will involve direct placement where previous experience is transferrable to defense industry and re-training in mechanical skills for those whose experience is unrelated to defense plant needs.

5. That the aircraft industry be given active representation on the State and Local Advisory Committees and that the committees meet more frequently in the defense areas to keep more closely in touch.

OFFICE OF PRODUCTION MANAGEMENT
Labor Supply Branch
NINTH REGIONAL LABOR SUPPLY COMMITTEE

Place: Committee Headquarters
414 Dierks Building
Kansas City, Missouri

Date: January 15, 1942

The Ninth Regional Labor Supply Committee at a special meeting at Kansas City, Missouri, discussed and developed definite operating policies concerning the training and transfer of displaced workers and cooperation between Selective Service and the United States Employment Service in the ninth region on war establishment labor supply recruitment and referral.

The following representatives of the Ninth Regional Labor Supply Committee, training agencies and the United States Employment Service for Missouri and Kansas were present:

Glenn E. Brockway,
Regional Labor Supply Officer,
United States Employment Service

Leslie V. Doud,
Labor Representative,
Kansas City, Missouri

Major Harold H. Smith,
State Headquarters for Selective Service,
Topeka, Kansas

A. E. Schoettler,
U. S. Office of Education,
Special Agent, Defense Training,
Washington, D. C.

Ned McDonald,
Assistant Regional Labor Supply Officer,
United States Employment Service,
Kansas City, Missouri

Walter M. Siegerist,
Management representative,
St. Louis, Missouri

Major Ernest E. Carlson,
State Headquarters for Selective Service
Jefferson City, Missouri

Consultants - United States Employment Service

Merle Alden,
Kansas City, Missouri

Elmer J. Giblin,
Kansas City, Missouri

F. A. Cisar,
Regional Economic Analyst,
Kansas City, Missouri

State Representatives - Training - Missouri

H. W. Dahlor, State Director,
Vocational Education and National Defense Training

Ray Karnes, Supervisor, Western Missouri,
Vocational Education and National Defense Training

O. H. Day, Director, VENDT,
Kansas City, Missouri

State Representatives - Training - Kansas

Laurence Parker, State Director, Vocational Education and National Defense Training

J. C. Woodin, Director, VENDT, Wichita, Kansas

F. L. Schlagle, Superintendent of Schools, Kansas City, Kansas

L. E. Fahlgren, Director, VENDT, Kansas City, Kansas

Fred Deardorff, Supervisor, VENDT, Kansas City, Kansas

State Representatives - U. S. Employment Service for Missouri

H. J. Schultz

E. Lyle Knight

George Turner (State Council of Administrators)

Jackson H. Dinwiddie

State Representative - U. S. Employment Service for Kansas

J. W. Morrison (State Council of Administrators)

The objectives of the meeting were stated to the representatives present by the Acting Chairman and reflected in the following agenda material for the meeting:

Federalization State Employment Services and Regional Organization

Transferability of Displaced Workers to Defense Establishments Through United States Employment Service

Training of Displaced Workers for Transfer

Coordination of all Defense Training and Immediate Establishment of Uniform Training Standards

Personal, Physical, and Age Specifications Applicable to Jobs in Defense Plants as Used by Management

The following conclusions were developed following a thorough discussion of displacement, training, transfer, and placement problems to be applied by the United States Employment Service and State training agencies.

I. Displacement unemployment resulting from material shortages and the curtailment of production of civilian goods

A. The United States Employment Service shall give preference to displaced workers over other persons in referring workers for training.

1. Women who are not among displaced worker groups and not normally in the labor market shall not be referred for training by the United States Employment Service until displaced workers in the area served by the training agency have been trained and employed by industry.

2. A logical preference to local residents of individual communities and metropolitan areas shall be observed.

II. Responsibilities of the United States Employment Service in selection, referral and placement

A. Utilization of Local Labor

1. Local labor shall receive, where qualified, first consideration for referral to war establishments in the locality.

2. Local labor shall be transferred outside the local area, when local demand or use by local war establishments is of delayed prospect.

B. Selection of Trainees

1. The United States Employment Service shall cooperate at all times with Selective Service to achieve the most effective utilization of labor supply in our war effort.

a. Selections and referrals for war effort job training shall be limited to:

(1) Males over 28 years of age.

(2) Males (with dependents) under 28 years of age who were married prior to September 16, 1940.

(3) Males under 28 years of age, in Class I-B for limited service with non-remedial physical disqualifications who are otherwise physically qualified for industrial employment.

(4) Women among displaced workers.

(5) Women who are not now in the labor market.

(6) Selection criteria shall be subject to change in accordance with recommendations of Selective Service.

(7) Selectees for training will be advised before training that they will be expected to accept employment in war establishments in the area, out-State or out of the State where needed.

C. The United States Employment Service will make selection for NYA under (a) above and in addition will include in the selection process considerations with respect to placement that can utilize general instruction without requiring training of a specific nature.

D. Physical Examination Facilities for Trainees

1. The United States Employment Service will, with the cooperation of training agencies, public health authorities, and other Federal agencies, make every effort to make physical examination facilities available to trainees, wherever possible, prior to training for employment.

E. Job Specifications of Trainees

1. The United States Employment Service will furnish training agencies, wherever possible, with minimum specifications for national demands of war establishments and for regional, State, or local war establishments.

III. Responsibilities of State vocational training agencies conducting national war effort job training for war establishment employment

A. Cooperation between State Training Agencies

1. Residents of metropolitan areas comprising jurisdictions of two or more local or State training agencies shall be eligible for training and receive preferential consideration for such training regardless of residence.

2. Training schools shall accept trainees referred by the United States Employment Service which will make referrals on the basis of (1) above.

B. The State directors for war effort job training in the region shall evaluate training capacities of local training establishments on a State-wide basis and will submit the summary schedules to the respective State director for the United States Employment Service in the region.

C. It shall be the responsibility of the training agencies in their individual training establishments to pass upon the capacity of trainees referred by the United States Employment Service and evaluate the progress of the trainee during training. Trainees found to be non-adaptable shall be eliminated during the probational training period.

D. The training agencies shall gear their courses of study for war effort job training so that the individual trainee can be trained in the shortest possible time and released to the United States Employment Service for referral as rapidly as possible consistent with the minimum specifications for the job for which the individual is being trained. Training authorities will currently furnish respective local United States Employment Service offices with information with respect to trainees placed in employment by training authorities. Likewise, the training authorities will receive from the United States Employment Service current reports relative to placed and non-placed trainees registered with the United States Employment Service. Trainee placement reporting by the United States Employment Service will be adjusted to reflect the placement of trainees in war industries.

E. Where training facilities are not compatible for the training of women and Negroes, such facilities shall be provided by the training authorities wherever possible and whenever possible.

F. Instructors from vocational training schools shall not solicit war establishments for the placement of trainees. Any placements that are made without solicitation directly from the schools that are known to training authorities shall be reported currently to the local office of the United States Employment Service.

IV. Responsibilities of management of war establishments

A. Management of war establishments has a grave responsibility to government in our war effort to cooperate without reservation in the most effective and efficient utilization of the nation's work force. To effectuate this utilization, Management will be expected to cooperate with government in all of the following labor supply objectives:

1. War industry management will be expected to centralize orders for workers with the United States Employment Service in one locality.

2. Full use of all reserves of local labor is necessary before initiating recruitment of labor from outside the local labor market area.

3. Defense contractors are not to advertise for labor locally or otherwise without first consulting the local United States Employment Service office as to the necessity for such action. Where advertising for recruitment is found to be necessary, it shall be conducted on a controlled basis with the United States Employment Service and, wherever possible, in conjunction with pooled interviewing.

4. Employment specifications governing the recruitment and hiring of workers shall be relaxed and revised with respect

to raising maximum age limits, lowering educational requirements, and broadening experience requirements to permit full use of the available local labor supply.

5. Supply accurate hiring and job specifications to the United States Employment Service.

6. Furnish advance hiring data based on best available estimates to the United States Employment Service.

7. Assist the United States Employment Service and training authorities in the development of minimum training standards to promote uniformity and efficiency in training.

8. Conduct pooled recruitment through pooled interviewing where workers must be recruited in another area and transferred in for employment.

9. Arrange for the physical examination at the point of selection in connection with the pooled interviews of workers being transferred.

10. Furnish current reports on workers hired to provide necessary verifications to the United States Employment Service.

11. Use the services of the Training-Within-Industry Branch, Labor Division, Office of Production Management, and the Federal Committee on Apprenticeship Training, Department of Labor, to insure the maximum use of the plant work force.

12. Give immediate consideration to improved public or private transportation facilities for workers to permit travel to and from the plant to obviate the necessity for workers' making individual arrangements for such transportation.

V. Responsibilities of Labor in our war effort

A. Labor, as a vital entity in full plant utilization and war production without interruption, carries responsibilities comparable to those of Management for the most effective use of labor resources in our war effort. In discharging these responsibilities Labor is expected to cooperate in effectuating the following:

1. Assist all governmental agencies in the effective prosecution of the war effort program, particularly the training agencies and the United States Employment Service.

2. Aid Management and Government in the conversion of plants from civilian to military production.

3. Cooperate in working out arrangements for the transfer of workers from civilian to war goods production.

4. Assure the complete registration of skills with the United States Employment Service and maintain a continuous interest on the part of individual workers to keep actively registered with the United States Employment Service.

5. Promote the taking of war effort job training and encourage interest in and the acceptance of referrals for job training by the United States Employment Service.

6. Accept available employment in localities other than their resident community where a need for their services in the war effort exists.

IX
March 23, 1942

# LABOR SUPPLY ACTIVITIES SELECTED FROM RECENT LABOR SUPPLY COMMITTEE MINUTES

WOMEN'S BUREAU
MAY 5 - 1942
DEPARTMENT OF LABOR

Labor Supply Committee Meeting,
Kansas City - March 23, 1942

## LABOR SUPPLY COMMITTEE PROBLEMS

### Organization of Labor Supply Committees; Councils of Operators, and Industrial Area LSC

The proposed new organization was discussed. Committee members expressed the general feeling of confusion on the many ramifications of the plan. It was felt by many members that the additional machinery of the proposed plan would only add to the confusion, with a feeling that the committees would still be too large for action. Many members felt that the ES representative should be made fully responsible for correlation and administrative action on all labor supply activities, with other members of the committee serving as consultants.

The consensus of opinion was that the proposed State Council of Operator level in the new plan was unnecessary and should be eliminated altogether in favor of a regional committee with authority for executive action without Federal or State autonomy limitations.

It was ordered that the above reactions be transmitted to Washington as the action of the Committee.

## LABOR RECRUITMENT

### Staffing Problems at Wichita Aircraft Plants

Considerable discussion centered around staffing problems at Wichita aircraft plants. The situation was reported by the Chairman as better than at any previous time. A recent meeting of USES officials and management of the four Wichita aircraft plants and the Wichita Manufacturers Association was reported as resulting in an agreement to put company employment representatives in the Wichita USES office to permit the centralization of all hiring activity.

### Aircraft Workers

The question was raised as to the position of the Committee concerning the reservoir of trained aircraft workers, since the plans for the conversion of automobile plants have now been worked out. It was suggested that the Committee was very much "in the middle" on the policy of training displaced auto workers for aircraft production.

Several members suggested that perhaps these workers should remain on aircraft work because of the urgency of the need for airplanes. Seniority rights and management agreements, however, were brought out as a major obstacle

Aircraft Workers - Continued

to this possibility. However, it was mentioned that some individuals might decide to forfeit seniority rights and remain in the aircraft plants. It was also suggested that a revision of the seniority agreement might be worked out. Another suggestion, which met with general disapproval, was that automobile plant management might be requested not to recall employees presently working in aircraft plants.

The question was put to the committee as to whether the 7-point agreement with labor and management should be raised for reconsideration, with the consensus of opinion registering in the negative.

DEFENSE TRAINING

Lack of Coordination

The Army and the Navy committee members declared the primary problem in the training program of the Region to be a lack of coordination. It was pointed out that WPA, NYA, VEIDT, ESMDT, and private schools were all going their independent way, and that way was patterned more on a peace-time tempo than to war conditions. It was pointed out that prospective inductees were being trained, but would not be available for production when needed. It was also pointed out and discussed that in some areas an oversupply of graduate trainees was being created in some occupations while other occupations of local need were being totally ignored.

Special attention was given the problem of the age groups trained by NYA because of the military value of this group. Also the problem of if NYA shop equipment was discussed with some concern on the part of all committee members. It was also brought out that girls were perhaps being trained in some occupations in which they would not be allowed to work.

The need for training additional workers to build up a third shift in many plants was discussed. It was pointed out that excessive overtime being worked by some workmen at present was reducing production by destroying the health and efficiency of the employees.

The Chairman requested the WPA, NYA, Office of Education, and the USES representatives to meet in Wichita to work out plans for full utilization of the local labor supply, before further discussing the use of Federal funds for moving in trainees.

As a result of the training discussion, the following recommendations were concurred in by the Committee:

1. Training needs must be specific in terms of occupation and location. (If 1-A people are to be trained, occupations useful to the armed forces must be adhered to.)

Lack of Coordination - Continued

2. All-out training must be discontinued in favor of training for known demand in known occupations.

3. Referral to training should be made on the basis of the above recommendations and in the following order:

   a. The displaced workers (men and women)
   b. Other unemployed and available men and women
   c. Women not now in the labor force

4. NYA facilities must be utilized.

DISRUPTIVE RECRUITING PRACTICES

Policy in Regard to Labor Pirating

Labor pirating by firms of a high urgency rating from war plants of lower rating was discussed. Mr. Walter Siegerist, Management Representative, presented ads from St. Louis papers of Sunday, March 22 (copies attached) in which the Emerson Electric Manufacturing Company and the United States Cartridge Company were both making bids for skilled labor. It was pointed out that the announcement of interviewing time from 10 a.m. to 3 p.m. Sunday and the pointed advantageous location of the plants, was an obvious bid for workers employed in other smaller and less advantageously located plants. Several members of the committee stated that continued requests for adherence to labor supply policy had been completely ignored. In the case of Emerson Electric Manufacturing Company, several St. Louis members of the Committee stated that the company officials were not concerned with any instructions, except those received from Washington, and had so declared themselves.

It was brought out in the discussion that the Army officials in several such cases were satisfied with the results regardless of the methods used.

Action: It was unanimously recommended by the Committee that copies of the ad and explanation of the situation be forwarded to Washington for action. It was suggested that a full airing of the facts in Washington might develop a program of longer-range planning so that some control might be exercised on the growing practices of labor stealing between the various production contractors, with attendant loss to all.

Field Management Division
United States Employment Service
April 30, 1942

REGIONAL LABOR SUPPLY COMMITTEE MEETING

REGION IX

Kansas City, Missouri, March 23, 1942

The meeting was called to order at 10 A.M. by Mr. Glenn E. Brockway, Acting Chairman, with 27 members and consultants in attendance. Copies of the attached Agenda and reports and analyses were distributed.

An opening statement covered important changes made in the labor supply machinery since the last regular meeting:

1. Federalization of the Employment Service.

2. Centralization of labor supply administrative authority under General McSherry.

3. Interdepartmental Committee on Labor Policy (National).

1. War Establishment Construction and Production - Region IX

A review of War Establishment Construction and Production in the Region covered the labor supply problems of each unit. The weekly status report was used as the basis for this discussion, which pointed out 41 new or expanded plants in the Region employing approximately 75,000 workers at present with a probable peak of 250,000 workers when completely staffed.

It was pointed out also that probably 50 percent of the present plants would be expanded, and additional new plants located in the Region.

Attention was focused on the only major trouble spot of the Region, a labor dispute between the prime contractor and A.F. of L. Building Trades at Red River Ordnance Depot, Texarkana, Texas. Discussion was held on the possible necessity of representatives of the Region IX Committee meeting with the Region X Labor Supply Committee next Monday for joint action on the problem. However, it was brought out by Lieutenant Commander R. J. Twyman that perhaps an investigation by the Under Secretary of War's representative might well precede any committee action. Mr. Frank L. Miller, who also serves on the Region X Committee, stated that Colonel Wharton of Region X had been delegated to investigate and report at the meeting next Monday.

The Chairman delegated Major Harold M. Smith to contact Colonel Wharton of Region X for a report prior to any further action by the Region IX Committee.

Considerable discussion centered around staffing problems at Wichita aircraft plants. The situation was reported by the Chairman as better than at any previous time. A recent meeting of United States Employment Service officials and management of the four Wichita aircraft plants and the Wichita Manufacturers Association was reported as resulting in an agreement to put company employment representatives in the Wichita United States Employment Service office to permit the centralization of all hiring activity.

APR 24 1942

2. War Training Program - Region IX

The Army and the Navy committee members declared the primary problem in the training program of the Region to be a lack of coordination. It was pointed out that W.P.A., N.Y.A., VENDT, ESMDT, and private schools were all going their independent way, and that way was patterned more on a peace-time tempo than to war conditions. It was pointed out that prospective inductees were being trained, but would not be available for production when needed. It was also pointed out and discussed that in some areas an oversupply of graduate trainees was being created in some occupations while other occupations of local need were being totally ignored.

Considerable discussion centered around the loss of value of trainee backlogs, and the bad effect on morale of trainees was pointed out, where training did not lead to reasonably immediate employment and use of the newly acquired skill.

The problem of employers in many instances insisting on the training and use of 1-A people even though for only a short time while awaiting induction was brought out as a major cause for concern. The result is a necessity for later training older workers and women at additional expense and effort.

It was brought out that the training of all displaced workers automatically raised the age level of the trainee group.

Some discussion was held on the value of training 1-A people in jobs also valuable to the armed forces, if they were to be trained. It was brought out, however, that much of the work in this direction could easily be wasted.

Special attention was given the problem of the age groups trained by N.Y.A. because of the military value of this group. Also the problem of idle N.Y.A. shop equipment was discussed with some concern on the part of all committee members. It was also brought out that girls were perhaps being trained in some occupations in which they would not be allowed to work.

The general discussion of training for women, however, pointed out that most occupations were suitable for women and increasing attention must be paid to their full utilization by training in unit machine skills and production routines.

The need for training additional workers to build up a third shift in many plants was discussed. It was pointed out that excessive overtime being worked by some workmen at present was reducing production by destroying the health and efficiency of the employees.

Difficulties encountered in some areas in manning all training stations were discussed at length. These difficulties seemed to concern temporary local problems for the most part with appropriate solutions being worked out.

Mr. Marvin D. Groebe, W.P.A. Representative, suggested that in Wichita it might be possible to furnish subsistence for trainees to the extent of about

$80.00 a month and bring in people from remote areas of the State for aircraft training. It was decided, however, that although some training stations were idle, there was actually a reservoir of potential trainees locally and that the local reservoir must be used before attempting to develop a subsistence program. It was especially pointed out that Negroes and women were available and must be utilized. The Chairman requested the W.P.A., N.Y.A., Office of Education, and the United States Employment Service representatives to meet in Wichita to work out plans for full utilization of the local labor supply, before further discussing the use of Federal funds for moving in trainees.

As a result of the training discussion the following recommendations were concurred in by the Committee:

1. Training needs must be specific in terms of occupation and location. (If 1-A people are to be trained, occupations useful to the armed forces must be adhered to.)

2. All-out training must be discontinued in favor of training for known demand in known occupations.

3. Referral to training should be made on the basis of the above recommendations and in the following order:

   a. The displaced workers (men and women)
   b. Other unemployed and available men and women
   c. Women not now in the labor force

4. N.Y.A. facilities must be utilized.

3. War Production Board, Council of Operators and Labor Supply Committee Program

Discussion of the proposed new organization for the Labor Supply Committees, Councils of Operators, and Industrial Area Labor Supply Committees was centered around an organization chart drawn on the blackboard. All members had previously received the mimeographed copies of the proposed plan.

Committee members expressed general confusion on the many ramifications of the plan and rather universally expressed the feeling that it had been hastily thrown together without due thought or regard for consistency. It was felt by many members that the additional machinery of the proposed plan would only add to the confusion now being experienced, with a strong feeling that the committees would still be too large for action. The same weakness was pointed out in the new organization that exists in the present program, a lack of authority to act, commensurate with the responsibilities assumed.

Many members present felt that the Employment Service representative should be made fully responsible for correlation and administrative action on all labor supply activities, with other members of the committee serving as consultants.

The consensus of opinion was that the proposed State Council of Operator level in the new plan was unnecessary and should be eliminated altogether in favor of a regional committee with authority for executive action without Federal or State autonomy limitations.

It was ordered that the above reactions be transmitted to Washington as the action of the Committee.

4. Labor Supply Agency Relationships

(1) The question was raised as to the position of the Committee concerning the reservoir of trained aircraft workers, since the plans for the conversion of automobile plants have now been worked out. It was suggested that the committee was very much "in the middle" on the policy of training displaced auto workers for aircraft production.

Several members suggested that perhaps these workers should remain on aircraft work because of the urgency of the need for airplanes. Seniority rights and management agreements, however, were brought out as a major obstacle to this possibility. However, it was mentioned that some individuals might decide to forfeit seniority rights and remain in the aircraft plants. It was also suggested that a revision of the seniority agreement might be worked out. Another suggestion, which met with general disapproval, was that automobile plant management might be requested not to recall employees presently working in aircraft plants.

The question was put to the committee as to whether the 7-point agreement with labor and management should be raised for reconsideration, with the consensus of opinion registering in the negative.

(2) The question of policy in regard to labor pirating by firms of high urgency rating from war plants of lower rating was raised for extended discussion.

It was brought out that "requests" had been made of high rating plants not to pirate labor.

Mr. Walter Siegerist, Management Representative, presented ads from St. Louis papers of Sunday, March 22, (copies attached) in which the Emerson Electric Manufacturing Company and the United States Cartridge Company were both making bids for skilled labor. It was pointed out that the announcement of interviewing time from 10 A.M. to 3 P.M. Sunday and the pointed advantageous location of the plants, was an obvious bid for workers employed in other smaller and less advantageously located plants. Several members of the committee stated that continued requests for adherence to labor supply policy had been completely ignored. In the case of the Emerson Electric Manufacturing Company, several St. Louis members of the Committee stated that the company officials were not concerned with any instructions, except those received from Washington, and had so declared themselves.

It was brought out in the discussion that the Army officials in several such cases were satisfied with the results regardless of the methods used.

It was unanimously recommended by the Committee members present that copies of the ad and an explanation of the situation be forwarded to Washington for action. It was particularly apparent that Army officials did not realize that labor stealing between producing plants reduced production, raised costs, and generally added confusion to the whole labor supply problem. It was suggested that a full airing of the facts in Washington might develop a program of longer-range planning so that some control might be exercised on the growing practice of labor stealing between the various production contractors, with attendant loss to all.

5. Discussion of Selective Service Activities in Terms of Impact on Labor Supply

Major Harold M. Smith presented the new interpretation on Class 2-A and 2-B registrants from the standpoint of more careful study of need in the occupation. Proper training plans can make deferments unnecessary. It was also brought out that in the future 1-A registrants should be placed only in non-critical occupations until needed by the armed forces.

It was also suggested that Army training could best be done by the Army.

6. Introduction and Discussion of Special Reports

(1) Mr. Thomas H. Wright, Field Representative, Minority Group Branch, War Production Board, presented information concerning the use of aliens on war production. He stated that while there was no law against aliens working, it was necessary for the company or corporation to get permission to employ an alien on war production. Discussion of mimeographed materials and procedural instructions was had.

A statement of policy on the utilization of handicapped workers was also presented.

(2) Mr. Walter E. Keys, U.S. Office of Education, Washington, D. C., presented a report on the training program of Arkansas and suggested that an untapped reservoir of well-qualified men existed there. It was proposed that additional effort be made to use these men in Region IX.

(3) Mr. F. A. Cisar, Regional Labor Market Analyst, presented and discussed the attached report, "Labor Recruitment for War Projects in Region IX".

(4) Mr. Lewis W. Clymer, Field Assistant, Negro Employment and Training Branch, War Production Board, presented a report on a recent ruling by the Attorney General of Oklahoma, that white instructors could not instruct Negro students in War Effort Classes. As there are no qualified Negro teachers this eliminates training of Negroes.

The Chairman announced that the next meeting date would depend upon possible immediate Washington and/or regional developments and would be called by individual notification.

Meeting adjourned---6 P.M.

Attachments 4

WAR PRODUCTION BOARD

LABOR SUPPLY BRANCH

NINTH REGIONAL LABOR SUPPLY COMMITTEE

AGENDA

Meeting Place:
Committee Headquarters
414 Dierks Building
Kansas City, Missouri

Date:
March 23, 1942

1. War Establishment Construction and Production - Region IX

   (a) Status
   (b) Labor Supply Problems
   (c) Relationship Problems
   (d) Action Taken or Recommended

2. War Training Program - Region IX

   (a) Status
   (b) Problems in Training for Labor Supply Needs
   (c) Action Taken or Recommended

3. War Production Board Council of Operators and Labor Supply Committee Program

   (a) Review of Plan
   (b) Selection of Appropriate Council and Committee Membership
   (c) Action to be taken

4. Labor Supply Agency Relationships

   (a) Review of situations calling for action by the Regional Labor Supply Committee
   (b) Action taken or recommended.

5. Discussion of Selective Service Activities in Terms of Impact on Labor Supply

6. Introduction and Discussion of Special Reports

March 19, 1942

ORDERS ORIGINATING IN STATES OUTSIDE OF REGION IX

NOW IN CLEARANCE

| State | Occupations | No. of Openings | Areas of Clearance |
|---|---|---|---|
| Alabama | Chemical Plant Operators, Stenographers, Welders | 219 | Ark. Mo. |
| California | Tool & Die Makers, Engine Lathe Operators, Service Mechanic, Welders, Mechanical Draftsman | 1,562 | Ark. Kan. Mo. Okla. |
| Florida | Vocational Training Instructors | 13 | Ark. Mo. |
| Georgia | Instrument Maker, Granite Cutter | 16 | Ark. Mo. Okla. |
| Indiana | Gage Maker | 20 | Mo. |
| Iowa | Jr. Inspector, Powder and Explosives | 50 | Mo. |
| Kentucky | Inspectors | 100 | Mo. |
| Maryland | Inspectors, Turret Lathe Operators, Millwright, Tool Draftsman and Engineers, Shaper Operators, Stock Control Clerk, Electrical Assemblyman, Machinist II | 1,484 | Ark. Kan. Mo. Okla. |
| Michigan | Turret Lathe and Screw Machine Operators, Sheet Metal Workers, Machine Repairmen Precision Grinders | 585 | Mo. |
| Mississippi | Engineers - Draftsman | 91 | Ark. Mo. |
| Nebraska | Tool and Die Makers | 10 | Kan. |
| New York | Carpenters, Dock | 150 | Ark. Kan. Mo. Okla. |
| Ohio | Tool Makers, Machinist II, Fuselage and Wing Frame Builders, Organic Chemists | 1,447 | Mo. |
| Pennsylvania | Vessel Designers, Draftsman, Engineers | 64 | Kan. Mo. Okla. |
| South Carolina | Machinist, Machine Shop Instructor | 142 | Ark. Mo. |
| Texas | Sheet Metal Worker, Ship Fitter, Coppersmith, Marine Pipe Fitter, Flush Countersunk Riveter | 132 | Ark. Kan. Mo. Okla. |
| Utah | Automatic Screw Machine Operator, Tool and Gauge Maker | 70 | Kan. Okla. |

March 19, 1942

# ACTIVE CLEARANCE ORDERS ORIGINATING IN REGION IX

## ARKANSAS

| No. of Order | Occupation | Number of Openings | Code | Areas of Clearance |
|---|---|---|---|---|
| IX-A-109 | Senior Engineer, Chemical | 1 | 0-15.01 | Kan. Mo. Okla. Ky. Ill. Tenn. Miss. La. Tex. |
| IX-A-110 | Chemical Engineer | 3 | 0-15.01 | Same as above |
| IX-A-111 | Associate Engineer, Chemical | 3 | 0-15.01 | Same as above |
| IX-A-112 | Assistant Engineer, Chemical | 2 | 0-15.01 | Same as above |
| IX-A-113 | Electrical Draftsman | 2 | 0-48.11 | Mo. Okla. Ill. Kan. |

Intrastate clearances for Arkansas indicate there are 8 orders with 309 openings in the following occupations: Ordnance Man Inspector, Apprentice Radio Operators, Engineer Aide, Assistant Engineer Aide, Inspector Ammunition.

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## KANSAS

| | | | | |
|---|---|---|---|---|
| IX-K- 60 | Mechanical Engineer | 5 | 0-19.01 | Ark. Mo. Okla. Region X |
| IX-K- 61 | Plaster Patternmaker | 55 | 7-17.999 | Ark. Mo. Okla. Regions VI, VIII, X |
| IX-K-109 | First Aid Attendant | 25 | 2-38.10 | Ark. Mo. Okla. Region XII |
| IX-K-115 | Key Punch Operator | 15 | 1-25.62 | Ark. Mo. Okla. |
| IX-K-116 | Welder, Combination | 4 | 4-85.040 | Okla. |
| IX-K-117 | Firemen III | 40 | 2-63.10 | Mo. Ark. Okla. |

Intrastate clearances for Kansas indicate there are 32 orders with 2,486 openings in the following occupations: Marine Engineers, Machine Shop Workers, Engineers, Naval Architects, Guards, Machinists, Riveters, Engineer Draftsman, Shipyard Inspectors.

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## MISSOURI

| | | | | |
|---|---|---|---|---|
| IX-M- 59 | Machinist II | 200 | 4-75.010 | Ark. Kan. Okla. |
| IX-M- 60 | Die Maker II | 25 | 4-76.010 | Same as above |

## ACTIVE CLEARANCE ORDERS ORIGINATING IN REGION IX

### MISSOURI (Continued)

| No. of Order | Occupation | Number of Openings | Code | Areas of Clearance |
|---|---|---|---|---|
| IX-M- 61 | Tool Maker | 25 | 4-76.210 | Ark. Kan. Okla. |
| IX-M- 63 | Screw Machine Operator Hand | 50 | 6-78.144 | Same as above |
| IX-M- 64 | Screw Machine Operator Automatic | 20 | 8-78.10 | Same as above |
| IX-M- 66 | Tool and Die Grinder | 100 | 4-78.513 | Same as above |
| IX-M-115 | Job Setter II | 50 | 4-75.160 | Ark. Kan. Okla. Ia. Miss. Ky. |
| IX-M-116 | Turret Lathe Operator | 50 | 4-78.021 | Same as above |
| IX-M-117 | Milling Machine Operator II | 25 | 4-78.031 | Same as above |
| IX-M-127 | Inspector | 1 | 4-78.671 | Ark.Kan.Okla.Ill |
| IX-M-138 | Spinner IV | 6 | 4-94.201 | Ark. Kan. Okla. Ill. Ala. Mass. Wisc. |
| IX-M-139 | Heat Treater II | 2 | 4-87.010 | Ark.Kan.Okla.Ill Ohio Wisc. |
| IX-M-140 | Stenographers | 600 | 1-37.12 | Ark. Kan. Okla. |
| IX-M-141 | Precision Inspectors | 50 | 4-78.671 | Ill. Mass. R.I. Ala. Penn. Wisc. |
| IX-M-142 | Assistant Administrative Analysts | 2 | 0-39.14 | Ark.Kan.Okla.Ill |
| IX-M-143 | Associate Administrative Analysts | 1 | 0-39.14 | Same as above |
| IX-M-144 | Associate Report Analyst | 1 | 0-39.14 | Same as above |
| IX-M-146 | Radio Engineers | Unlimited | | Ark. Kan. Ill. |
| IX-M-147 | Business Specialist Farm Equipment | 10 | 0-12.20 | Ark. Kan. Okla. |
| IX-M-148 | Business Specialist, Sub-Assemblies Machine Parts | 10 | 1-86.28 | Ark. Kan. Okla. |
| IX-M-150 | Chemist Inorganic | 25 | 0-07.03 | Ark.Kan.Okla.Ill La. Ia. Ky. Tenn Neb. Colo. |

## ACTIVE CLEARANCE ORDERS ORIGINATING IN REGION IX

### MISSOURI (Continued)

| No. of Order | Occupation | Number of Openings | Code | Areas of Clearance |
|---|---|---|---|---|
| IX-M-151 | Template Lay-out Man | 5 | 4-84.630 | Kan. Ill. Tenn. |
| IX-M-152 | Chemical Engineer | 25 | 0-15.01 | Ill. Ind. Ohio |
| IX-M-153 | Telegrapher | 40 | 1-41.12 | Kan. Ark. Okla. Regs. VI, X, XI, XII |
| IX-M-155 | Heat Treater | 25 | 4-87.010 | Ark. Kan. Okla. Ill. |

Intrastate clearances for Missouri indicate there are 16 orders with 4,707 openings in the following occupations: Engineers, Draw Press Operators, Machinists II, Radio Operators, Maintenance Mechanics, Naval Architects, Engineering Draftsmen

### OKLAHOMA

| | | | | |
|---|---|---|---|---|
| IX-O-113 | Instructor, Aircraft Sheet Metal - Negro | 6 | 0-32.30 | Mo. Ark. Va. Regs. II, III, V VI, VII |
| IX-O-114 | Instructor, Acetylene Welding - Negro | 3 | 0-32.30 | Same as above |
| IX-O-115 | Instructor, Arc Welding Negro | 3 | 0-32.30 | Same as above |
| IX-O-116 | Construction Engineer | 3 | 0-16.01 | Texas |
| IX-O-117 | Electrical Engineer | 7 | 0-17.01 | Texas |
| IX-O-118 | Mechanical Engineer | 12 | 0-19.01 | Texas |
| IX-O-119 | Mechanical Engineer Construction | 17 | 0-19.01 | Texas |
| IX-O-120 | Civil Engineer | 3 | 0-16.01 | Texas |

Intrastate clearances for Oklahoma indicate there are 15 orders with 244 openings in the following occupations: Engineer Aide, Draftsman, Pipefitter Marine, Carman, Boilermaker, Engineers, Accountant General, Machinists, Trainees - Machine Shop

March 19, 1942

REGION IX
SUMMARY OF DISPLACEMENT
By States to February 28, 1942

| | State | To Date | Total ES-223 Reports | Total Number Employees | Total Employees in War Production | LAY-OFFS Total Lay-Offs | Number Skilled | Number Semi-Skilled | Number Unskilled |
|---|---|---|---|---|---|---|---|---|---|
| 1. | Arkansas | 2-26-42 | 10 | 2,001 | 185 | 775 | 16 | 704 | 55 |
| 2. | Kansas | 2-23-42 | 33 | 8,326 | 1,547 | 3,049 | 959 | 1,518 | 572 |
| 3. | Missouri | 2-27-42 | 78 | 15,934 | 3,562 | 7,440 | 678 | 5,584 | 1,178 |
| 4. | Oklahoma | 2-12-42 | 57 | 3,257 | 25 | 2,077 | 607 | 1,120 | 350 |
| | Totals Region IX | 2-28-42 | 178 | 29,518 | 5,319 | 13,341 | 2,260 | 8,926 | 2,155 |

A summary of displacement as reported on ES-223 for the region is shown above. This summary covers the period since the first ES-223 was submitted on September 25, 1941.

A total of 178 firms affected to date with an average of 165 employees, show average lay-offs of 75 workers.

On February 16 a full-time staff man was delegated to handle over-all displacement problems in the region. He will work with the five offices of Contract Distribution Service in the region, and through State offices assist in the major problem areas. A system of follow-up is being worked out to maintain a constant check on the extent of conversion or labor displacement in the region as priorities and quota curtailments are increasingly felt.

March 19, 1942

## APPROXIMATE SURPLUSES AND SHORTAGES IN OCCUPATIONAL CATEGORIES FOR REGION IX AS OF MARCH 12, 1942

| Occupation | Code | Surpluses | Shortages |
|---|---|---|---|
| Airplane Woodworker | B4-33.916 | 644 | |
| Machinist II | B4-75.010 | 770 | |
| Aircraft Sheet Metal Worker | B4-80.050 | 6,790 | |
| Arc Welder | B4-85.020 | 966 | |
| Acetylene Welder | B4-85.030 | 820 | |
| Welder Combination | B4-85.040 | 916 | |
| Electrician | B4-97.010 | 453 | |
| Radio Equipment Assembler | B4-98.050 | | 87 |
| Aircraft Riveter | B7-03.530 | 406 | |
| Automatic Screw Machine Operator | B8-78.10 | | 505 |
| Engine Lathe Operator | 4-78.011 | 546 | |
| Sheet Metal Worker II | 4-80.010 | 530 | |
| Inspector | 4-78.671 | | 1,948 |
| Punch Press Operator | 6-88.624 | | 7,894 |
| Maintenance Mechanic II | 5-83.641 | 641 | |
| Armature Winder | 6-99.011 | 79 | |
| Fireman, Stationary Boiler | 7-70.040 | 350 | |
| Blacksmith II | 4-84.010 | 237 | |
| Plumber | 5-30.210 | 190 | |
| Automobile Mechanic | 5-81.010 | 1,780 | |
| Radio Repairman | 5-83.411 | 185 | |
| Toolmaker | 4-76.210 | | 537 |

## APPROXIMATE SURPLUSES AND SHORTAGES IN OCCUPATIONAL CATEGORIES FOR MISSOURI AS OF MARCH 10, 1942

| | | | |
|---|---|---|---|
| Toolmaker | 4-76.210 | | 537 |
| Engine Lathe Operator I | 4-78.011 | 540 | |
| Inspector | 4-78.671 | | 1,948 |
| Sheet Metal Worker, Aircraft | 4-80.050 | 2,139 | |
| Arc Welder | 4-85.020 | 644 | |
| Acetylene Welder | 4-85.030 | 562 | |
| Combination Welder | 4-85.040 | 658 | |
| Punch Press Operator | 6-88.624 | | 7,894 |

MOBILIZING OUR LABOR RESOURCES

A. What steps have already been taken?

1. Organization of labor market information
2. Expansion of training activities
3. Intensive development of occupational information and maximum use of active file
4. Development of clearance system
5. Institution of preferential referrals linked with priority ratings

B. What steps are likely to be taken in the near future?

1. Allocation of manpower between military service and industry
2. Modification of hiring specifications to facilitate use of women, minority groups, and other labor resources not now fully used
3. Conservation of labor through supplementary and extended unemployment benefits
4. Intensification of farm placement program to provide adequate recruitment and placement services in all agricultural areas
5. Adaptation of the training program and the role of the Employment Service in that program to meet the needs of the Victory Program

C. What steps may have to be taken?

1. Designation of the employment service as the sole source for the recruitment of workers in critical defense occupations
2. Compulsory application of new preferential referral policy
3. Enforcement of anti-discrimination measures and other modifications of hiring specifications by War Production Board and contracting authorities
4. Establishment of mobile corps of workers to perform specialized short-time war work
5. Wider diffusion of war contracts through closer collaboration between contract placement and labor supply agencies, and decentralization of contracting authority
6. Governmental payments to facilitate training and transfer of workers

# LABOR RECRUITMENT FOR WAR PROJECTS IN REGION IX

The labor needed for the new arms plants in this region can be divided into three classes: highly skilled, which requires several years to train; the semi-skilled, which can be trained in schools in 12 weeks or less; and the relatively unskilled, which requires only a few weeks at most of on-the-job training.

Workers of the first class, notably tool and die makers and fully qualified machinists, can probably not be trained fast enough to help much in the war effort. In order to alleviate the shortage which exists in this category, the only possibility appears to be economy in the use of these workers; first, by transferring any who may be doing non-essential work, and second, by delegating as much of their work as possible to workers with less over-all skill.

The semi-skilled class presents the largest, if not the most acute problem. The main elements in this group are aircraft workers and operators of various metal working machines. No persistent shortages of these workers have existed in the region, and unused reservoirs have been the rule in St. Louis, Kansas City, and Wichita. The recent experience of the Kansas City local office, in which a newspaper story to the effect that training opportunities went begging, brought a record crowd of applicants, illustrates one problem of recruitment. A temporary surplus of graduates may discourage people from taking training and thereby cause a shortage when the hiring schedules of large employers are accelerated.

The relatively unskilled class, usually trained on the job, presents no problem of general shortage at present. Local "artificial" shortages may develop unless employers' present job specifications are relaxed.

Two major problems in the recruiting of all classes of labor are housing and transportation. Although there is still a plentiful supply of labor in the region as a whole, (total active registrations are 440,000; total predictable hirings 170,000) much migration into certain areas has been and will be necessary.

It is impossible to measure the number of people who fail to hold themselves out for work because they do not want to pay exhorbitant rent, ride two hours per day in a bus, or wear out their own tires, but these considerations certainly act as deterrents.

Probably the worst problem area is the Choteau-Pryor district where the Oklahoma Ordnance Works are under construction. Single cots in a converted barn have rented for 75¢ per 8-hour shift. An instance has been related in which a house renting for $20 in 1939, rented for $80 recently. Later the occupants were told to move because the owner

could make more money renting the rooms singly. Workers commute from Tulsa, 40 miles away; Muskogee, 45 miles away; and Siloam Springs, Arkansas, 50 miles away. As in most crowded communities, water supply and sewage facilities are inadequate. Although the production force will not be as large as the number now employed in construction, the former will probably bring a larger number of dependents. The active file of 1,342 men in the Pryor local office will obviously not begin to fill the need for some 5,000 production workers, especially since not all applicants will be able to meet the physical specifications. The 500 houses to be built at Choteau, and 100 at Claremore will probably be far from sufficient for the production workers in this plant.

Parsons, being a town of 14,294, was considerably more able to absorb a large influx of people, but even so the present construction force of 9,500 has taxed housing to the limit and even further crowding may be expected with the hiring of 12,000 production workers. One hundred trailers will soon be ready in a Government camp, and 400 demountable houses will be built.

If a large proportion of the 4,000 women to be employed come from out of town, the above housing will hardly be of a suitable type for this portion of the working force. The J-M Service Corporation, which will operate the plant, may be further aggravating the situation by doing its own recruiting of employees in the surrounding country, rather than using the Employment Service.

In Texarkana, the situation is similar to that at Parsons. Although the two Texarkanas have a larger combined population than Parsons, the project is larger, and an ammunition depot is being constructed adjacent to the shell loading plant.

In none of the three areas mentioned above does training present a great problem. The bulk of the labor used in production will need relatively little skill, and the few weeks of instruction required will be given on the job.

At Pine Bluff, hiring of production workers is expected to nearly double the population of the town. Thirteen thousand five hundred production workers, mostly at the Arsenal, will be hired. Of this number, it is estimated that 7,850 will be immigrants. Part of this in-migration is necessitated by the plan of the Chemical Warfare Service to train production workers in other parts of the State, while local labor is engaged in construction.

Less than 400 new housing units had been planned at the time (February 19-26) of the Pine Bluff labor market survey. Construction of new housing will require a drastic expansion of the sewer system, as well as additional school and recreational facilities.

At both the Arkansas Ordnance Works, (Jacksonville) and the Maumelle Ordnance Works (Marche), on-the-job training will be the rule. Approximately two-thirds of the 20 to 25 thousand to be employed at these plants will be women. Since both plants are within commuting distance of Little Rock, and since housing facilities for nearly 2,000 workers are under construction, the situation is more nearly in hand than in the four areas mentioned above.

These same problems of housing, transportation, and sanitation are present temporarily at Neosho, Fort Smith, and Muskogee, where cantonments are under construction. The numbers of army officers which will live in the towns in question are relatively small compared to the labor forces required to man munition plants: Therefore, the housing problem becomes less acute with the completion of construction.

The staffing of the five plants below will present relatively little difficulty, inasmuch as in all of them the production forces will number less than 1,000 and the mass of workers will need only short in-plant training.

Ammonium Nitrate Plant - Louisiana, Missouri
Ammonium Nitrate Plant - Baxter Springs, Kansas
Anhydrous Ammonia Plant - El Dorado, Arkansas
Alumina Plant - Benton, Arkansas
Aluminum Plant - Malvern, Arkansas

In all of the five largest metropolitan areas of the region (St. Louis, Kansas City, Wichita, Oklahoma City, and Tulsa) there are or will be aircraft assembly plants.

The problems of recruitment increase in intensity as one goes from St. Louis to the south and west, from larger cities to smaller ones, and from cities with smaller expected hirings to those where recruitment will be more extensive. By coincidence, these three trends are parallel in this region.

Probably not over six or seven thousand semi-skilled workers will be hired in the St. Louis aircraft industry, and from all indications there is no shortage in trainees.

In Kansas City, the threatened shortage of trainees was probably averted by the incident related earlier in this report. Total hires in the aircraft industry in Kansas City will not be much over 10,000; the active file figure is 70,000.

In Wichita, a town of 130,000, (⅓ as big as the two Kansas Cities, and 1/6 as big as St. Louis) about 15,000 aircraft workers will be hired. To meet this demand, Wichita has a very extensive public and private

training program. With the exception of acetylene welders, there has been an oversupply of graduate trainees. Many have not as yet found employment, and some have left the area. In addition, there is a backlog of women who are candidates for training but who have not as yet been referred to public training courses.

In Tulsa the Douglas Aircraft Company, which expects to employ 14,000 workers, may be faced with a real shortage of available graduate trainees, if they fail to hire the 75% of the some 7,000 graduates who are unmarried men under 28 years of age. A shortage even of candidates for training may ensue with the limitation of training to those who would be or are classified as 1A under selective service.

Detailed information as to the cargo plane assembly plant to be constructed at Oklahoma City is not yet available. However, it is estimated that 24,000 production workers will be employed there.

One drastic limitation on the potential labor supply in both Oklahoma City and Tulsa is threatened by a recent opinion of the attorney general of the State, to the effect that it was not legal for Negroes to be trained by white instructors. Since there are few Negroes qualified to instruct in the crafts needed for airplane manufacture, to follow this principal would virtually disqualify 9% of the population of Tulsa and Oklahoma Counties for employment in these vital industries. It should be noted that there is a threatened shortage of trainee material in Tulsa, and an active file count of only 14,476 for the Oklahoma City local office.

Construction employment on present war effort projects is scheduled for a small rise in April, followed by a steady decline. Probably new projects will be allocated, however, which will maintain construction employment at a nearly constant level for the next several months.

Two tables are attached: The first shows the expected hiring schedules of the major war effort employers in the region. It is to be noted that this does not include sub-contractors or small private contractors whose forces have been changed from peacetime work to war effort work. Since these companies will make relatively small additions to force, if any, the table shows a fairly accurate picture of increases in employment.

The second table is an estimate of total war effort employment at two months intervals. It does not include construction workers in "defense housing."

## EXPECTED MONTHLY HIRES IN MAJOR WAR PRODUCTION PLANTS THROUGH 1942

| | Employment March 1 1942 | Expected March | Hiring by Months April | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Oklahoma Ordnance - Choteau | 0 | 0 | 0 | 500 | 1,000 | 1,500 | 2,000 | | | | |
| Douglas Aircraft - Tulsa | 300 | 750 | 1,000 | 1,500 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | |
| Midwest Air Depot - Oklahoma City | 0 | 0 | 0 | 200 | 200 | 500 | 500 | 750 | 750 | 1,000 | 1,250 |
| TOTAL - Oklahoma | 300 | 750 | 1,000 | 2,200 | 3,200 | 4,000 | 4,500 | 2,750 | 2,750 | 3,000 | 1,250 |
| U. S. Cartridge Co. - St. Louis | 13,000 | 2,500 | 2,500 | 2,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | |
| Weldon Springs Ordnance - St. Louis | 2,700 | 400 | 350 | 300 | 250 | 250 | 250 | | | | |
| Curtiss-Wright Aircraft - St. Louis | 10,000 | 1,200 | 1,200 | 1,200 | 1,200 | | | | | | |
| 11 Other Plants - St. Louis | 12,500 | 2,000 | 1,850 | 850 | 400 | 300 | 300 | | | | |
| TOTAL - St. Louis | 38,200 | 6,100 | 5,900 | 4,350 | 4,850 | 3,550 | 3,550 | 3,000 | 3,000 | 3,000 | |
| Missouri Ordnance - Louisiana | 0 | 0 | 0 | 50 | 75 | 75 | 100 | 100 | | | |
| Remington Arms - Kansas City | 9,000 | 0 | 0 | 0 | 400 | 1,000 | 1,000 | 1,000 | | | |
| 3 Other Plants - Kansas City | 1,600 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| TOTAL - Missouri | 48,800 | 6,100 | 5,900 | 4,400 | 5,325 | 4,625 | 4,650 | 4,100 | 3,000 | 3,000 | |
| Arkansas Ordnance - Little Rock | 300 | 2,500 | 2,500 | 4,000 | 4,000 | 4,000 | 3,000 | | | | |
| Maumelle Ordnance - Little Rock | 0 | 400 | 400 | 200 | 200 | | | | | | |
| Jones Mill (Aluminum) - Malvern | 0 | 0 | 0 | 0 | 0 | 200 | 300 | 300 | 100 | | |
| Aluminum Plant - Bauxite | 0 | 0 | 0 | 0 | 300 | 300 | 200 | | | | |
| Pine Bluff Arsenal - Pine Bluff | 0 | 0 | 0 | 1,000 | 1,000 | 2,000 | 2,000 | 2,000 | 1,000 | | |
| Lone Star Ordnance - Texarkana (Texas) | 0 | 0 | 500 | 1,000 | 1,500 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | |
| TOTAL - Arkansas (A little of Texas) | 300 | 2,900 | 3,400 | 6,200 | 7,000 | 8,500 | 6,500 | 4,300 | 3,100 | 2,000 | |
| North American Aviation - Kansas City | 2,200 | 750 | 550 | 1,000 | 1,500 | 1,250 | 1,000 | 1,000 | 1,000 | 1,000 | |
| 3 Plants - Kansas City | 1,600 | 200 | 200 | 200 | 200 | 100 | | | | | |
| 4 Airplane Companies - Wichita | 20,000 | 800 | 900 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 1,000 | | |
| Kansas Ordnance - Parsons | 800 | 1,725 | 850 | 1,850 | 1,500 | 2,250 | 1,750 | 2,500 | | | |
| Jayhawk Ordnance - Baxter Springs | 0 | 0 | 100 | 150 | 200 | | | | | | |
| TOTAL - Kansas | 24,600 | 3,475 | 2,600 | 5,200 | 5,400 | 5,600 | 4,750 | 5,500 | 2,000 | 1,000 | |
| TOTAL OF ALL STATES | 74,000 | 13,225 | 12,900 | 18,000 | 20,925 | 22,725 | 19,900 | 16,650 | 10,850 | 9,000 | 1,250 |

## EXPECTED TOTAL EMPLOYMENT IN WAR PRODUCTION AND CONSTRUCTION PROJECTS IN REGION IX, ON VARIOUS DATES IN 1942. (DOES NOT INCLUDE SUB-CONTRACTORS, MAKERS OF CLOTHING OR SMALL PRODUCERS.)

| | March 1 | May 1 | July 1 | Sept.1 | Nov. 1 | Jan. 1 |
|---|---|---|---|---|---|---|
| ARKANSAS | | | | | | |
| Texarkana(Cont.) | 23,000 | 23,000 | --- | --- | --- | --- |
| (Prod.) | 0 | 500 | 3,000 | 7,000 | 11,000 | 13,000 |
| Pine Bluff(Cont.) | 4,000 | 8,000 | 8,000 | 4,000 | --- | --- |
| (Pro.) | 0 | 0 | 2,000 | 6,000 | 9,000 | 9,000 |
| Little Rock(Cont.) | 15,800 | 13,800 | 3,800 | 3,000 | 2,000 | --- |
| (Prod.) | 300 | 5,800 | 14,200 | 21,200 | 22,000 | 22,000 |
| Benton(Cont.) | 600 | 800 | 1,000 | 1,000 | 500 | --- |
| (Prod.) | --- | --- | 300 | 800 | 800 | 800 |
| Malvern(Cont.) | 800 | 1,500 | 1,500 | 1,500 | 800 | 200 |
| (Prod.) | --- | --- | --- | 500 | 900 | 900 |
| El Dorado(Cont.) | 0 | 4,000 | 5,000 | 5,000 | 3,000 | 1,000 |
| Fort Smith(Cont.) | 5,500 | 9,000 | 9,000 | 5,000 | --- | --- |
| KANSAS[1] | | | | | | |
| Wichita(Prod.) | 20,000 | 37,000 | 41,000 | 45,000 | 48,000 | 50,000 |
| Parsons(Cont.) | 9,400 | 9,400 | 4,000 | 1,000 | | |
| (Prod.) | 800 | 3,400 | 6,700 | 10,700 | 12,000 | 12,000 |
| Baxter Springs(Cont.) | 2,200 | 3,000 | 1,000 | --- | --- | --- |
| (Prod.) | --- | 100 | 450 | 450 | 500 | 600 |
| MISSOURI | | | | | | |
| St. Louis(Cont.) | 6,800 | 5,000 | 4,000 | 2,000 | 1,000 | --- |
| (Prod.) | 38,200 | 50,200 | 59,400 | 66,500 | 72,500 | 75,500 |
| Kansas City[2] (Cont.) | 1,500 | 5,000 | 2,000 | 1,000 | --- | --- |
| (Prod.) | 14,400 | 16,100 | 19,400 | 23,750 | 27,000 | 27,000 |
| Louisiana(Cont.) | 2,500 | 3,000 | 3,000 | 2,000 | 1,000 | --- |
| (Prod.) | --- | --- | 125 | 300 | 400 | 400 |
| Neosho | 16,000 | 24,000 | 15,000 | --- | --- | --- |
| OKLAHOMA | | | | | | |
| Muskogee(Cont.) | 5,000 | 20,000 | 10,000 | --- | --- | --- |
| Tulsa(Cont.) | 4,000 | --- | --- | --- | --- | --- |
| (Prod.) | 300 | 2,000 | 5,500 | 9,500 | 13,500 | 15,000 |
| Choteau(Cont.) | 13,000 | 14,000 | 12,000 | 5,000 | --- | --- |
| (Prod.) | --- | --- | 1,500 | 5,000 | 5,500 | 5,500 |
| Oklahoma City(Cont.) | 2,600 | 13,000 | 14,000 | 13,000 | 10,000 | 5,000 |
| (Prod.) | --- | --- | 400 | 1,400 | 2,500 | 3,500 |
| Total Region | 184,100 | 273,600 | 263,475 | 241,600 | 243,900 | 250,400 |
| Total Construction | 107,200 | 156,500 | 93,300 | 43,500 | 18,300 | 5,200 |
| Total Production | 76,900 | 117,100 | 170,175 | 198,100 | 225,600 | 245,200 |

1/ Without Kansas City and Gardner, Kansas
2/ With Kansas City and Gardner, Kansas

## MAP SUPPLEMENT

The accompanying graph and maps represent an attempt to do two things: First, to furnish a general picture of certain geographic data of significance to labor supply problems, and second, to illustrate more immediate short-run changes and problems.

Graph No. 1 shows the occupational distribution of the labor force at the time of the 1940 census. Additions to war effort employment will of necessity involve subtractions from the groups shown in this graph, and/or additions to the total labor force.

One tendency illustrated by this graph is the existence of a fairly even distribution of certain occupational groups in all four states. Approximately ⅓ of the gainfully employed are in service, trade, government, transportation and utilities. The reason for this even distribution is apparent: These activities are such that they must be carried on near the "market."

The economic activities which really distinguish one State or area from another are occupations such as manufacturing, mining, farming, and lumbering, which produce commodities for exchange with other areas.

The maps showing mineral producing regions and employment in manufacturing show some of the differences between economic areas. It is hoped that at a later date agricultural maps may be prepared. The increasing employment in manufacturing in certain counties is striking. The war effort is industrializing Region IX.

The maps showing distribution of total population and percent of negro population require no explanation.

The map showing towns with war production or construction and the seriousness of migration and housing problems in each town is a supplement to discussion of these areas appearing elsewhere in the report.

The last map shows towns in the region where war employment has not materially reduced the reservoir of available workers. These towns are either good locations for future projects, or sources of supply for other areas.

GRAPH NO. 1

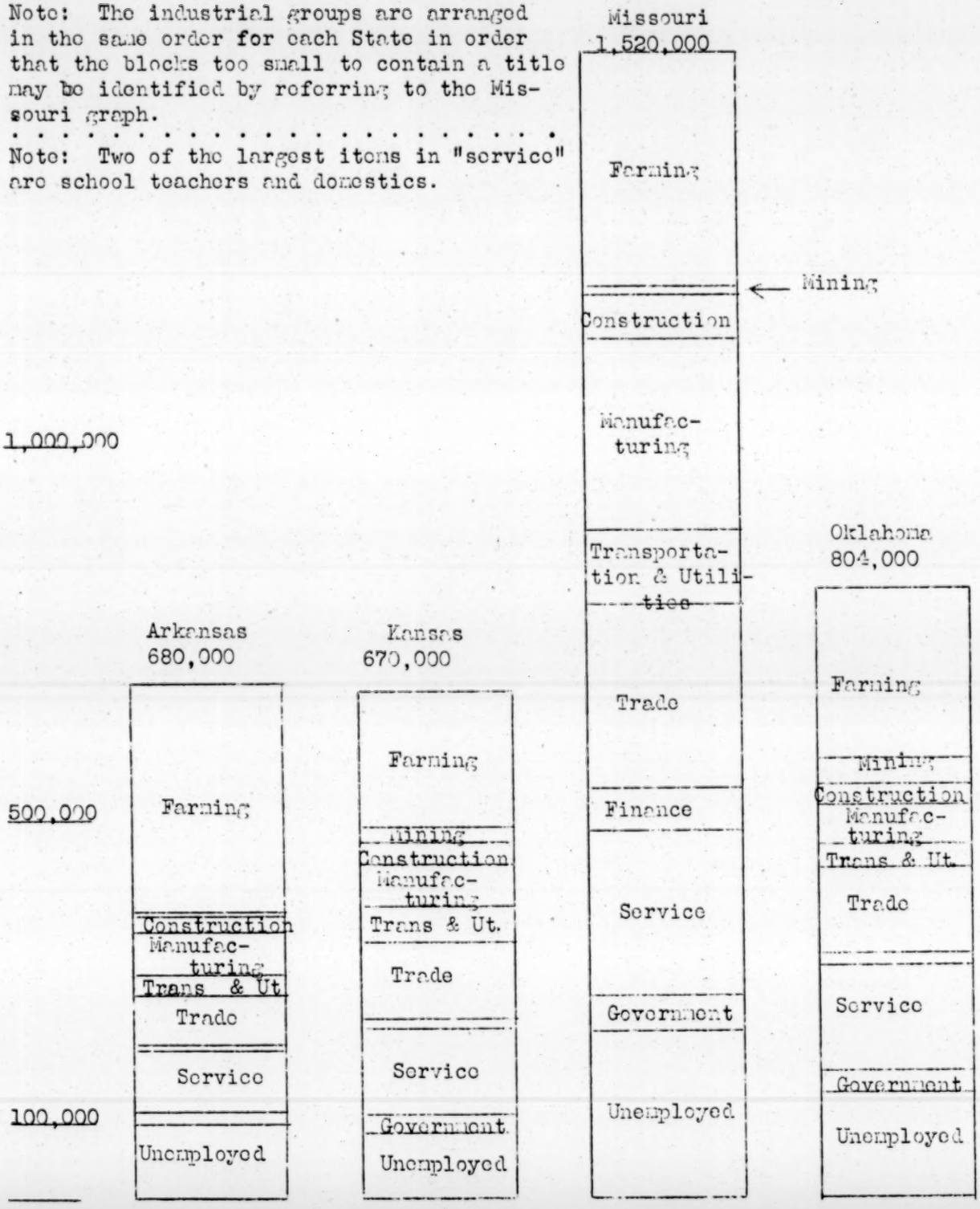
DISTRIBUTION OF THE LABOR

FORCE IN REGION IX. ACCORDING TO

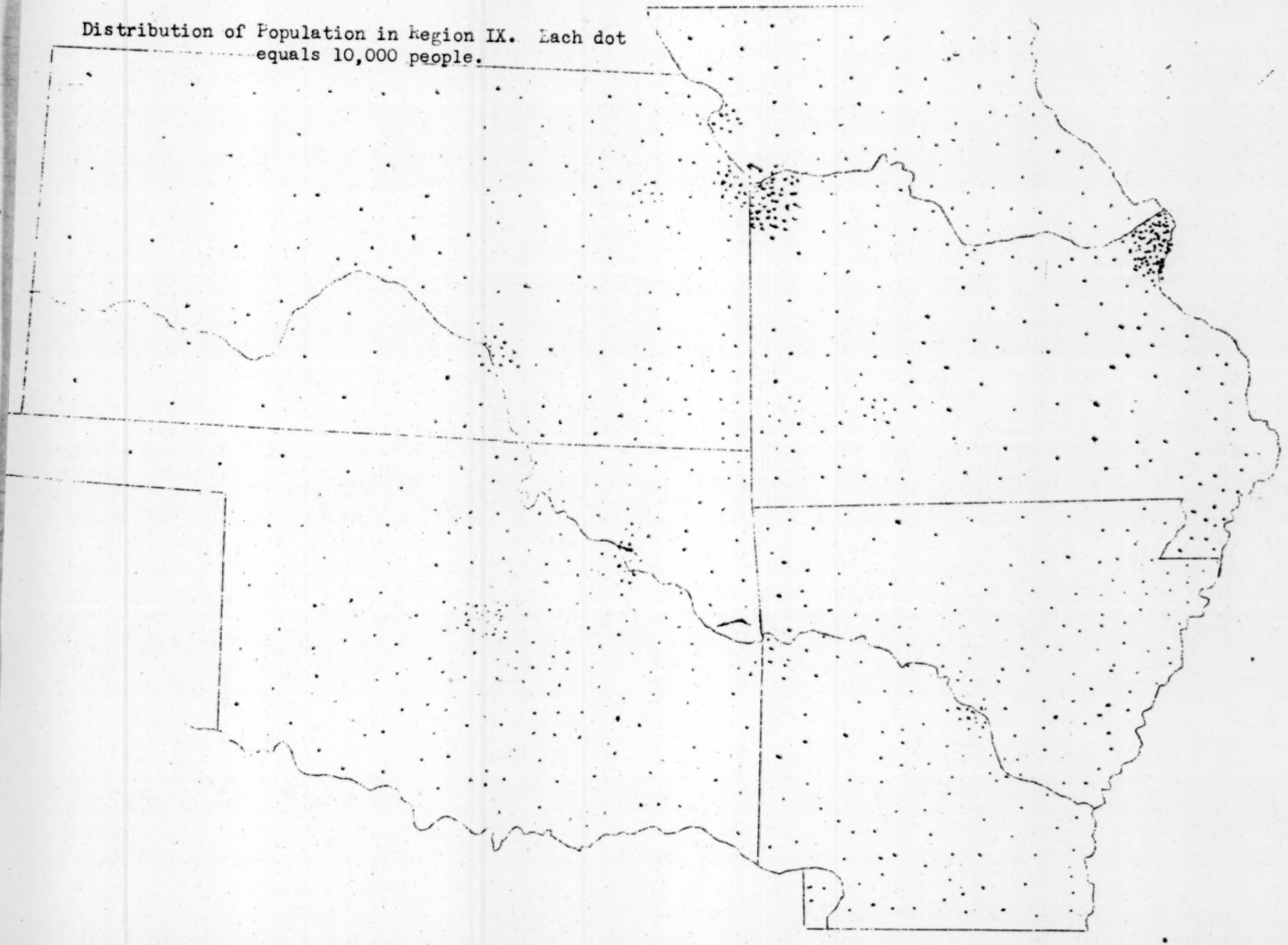
THE 1940 CENSUS.

Note: The industrial groups are arranged in the same order for each State in order that the blocks too small to contain a title may be identified by referring to the Missouri graph.

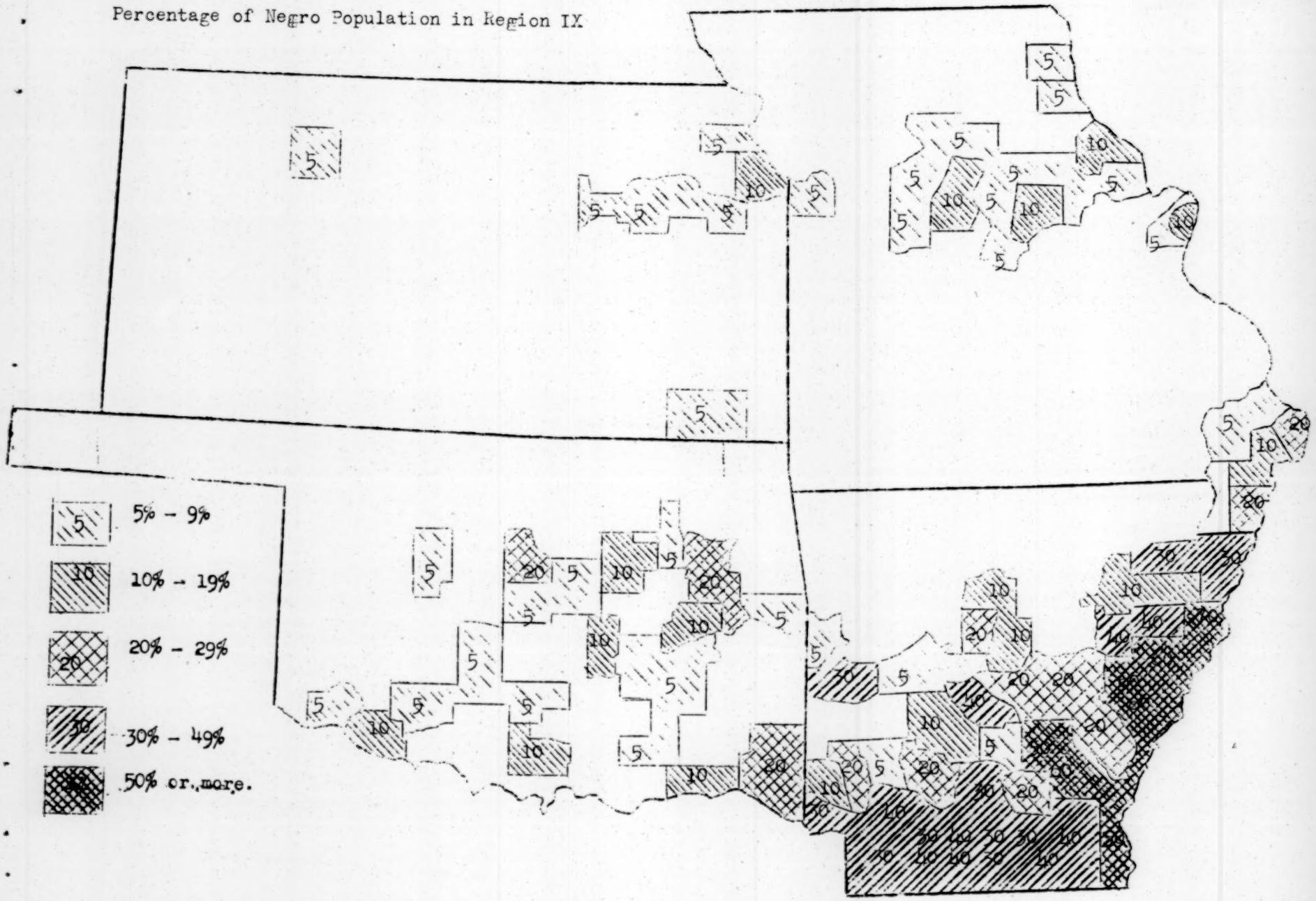
Note: Two of the largest items in "service" are school teachers and domestics.



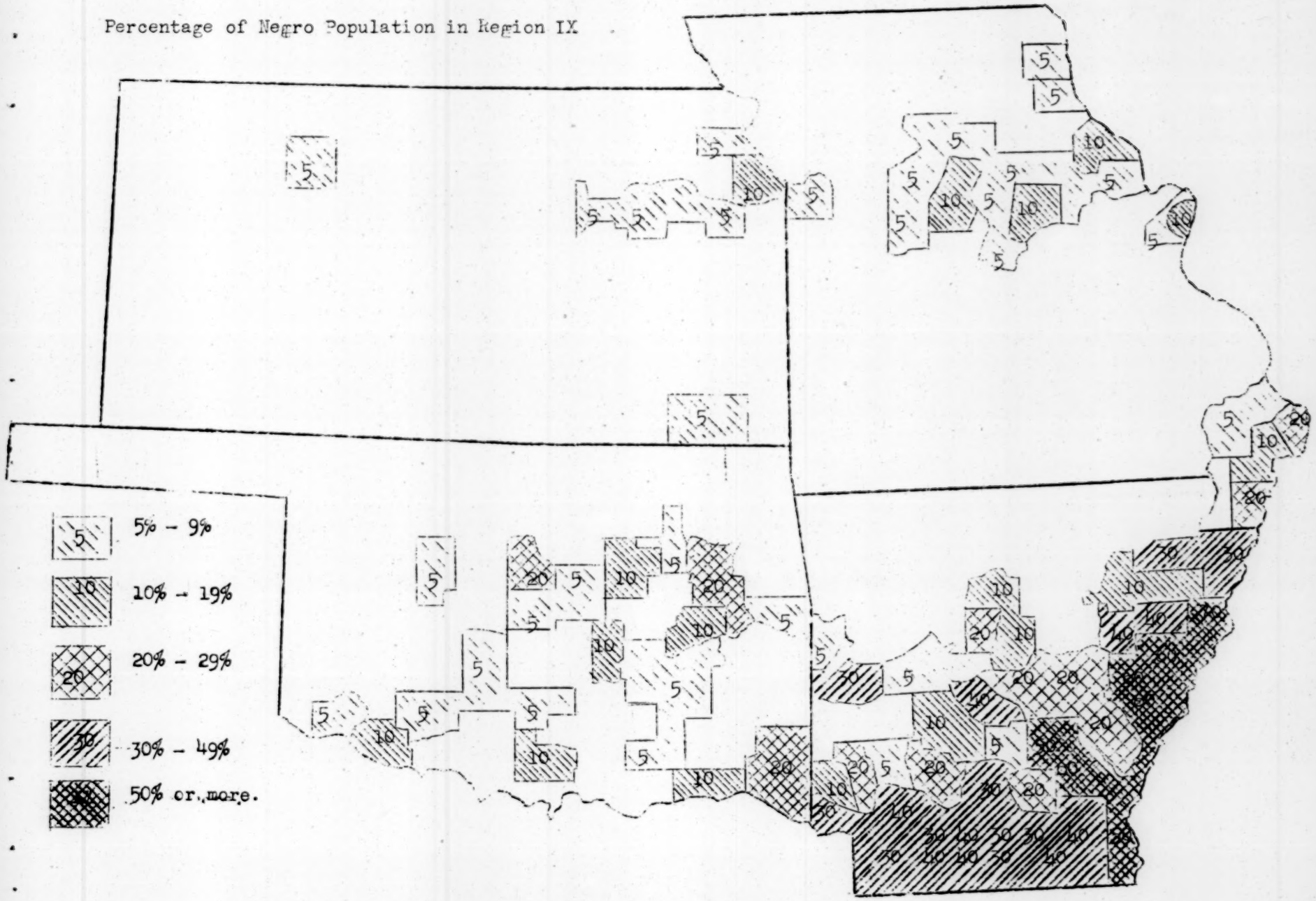
Distribution of Population in Region IX. Each dot equals 10,000 people.



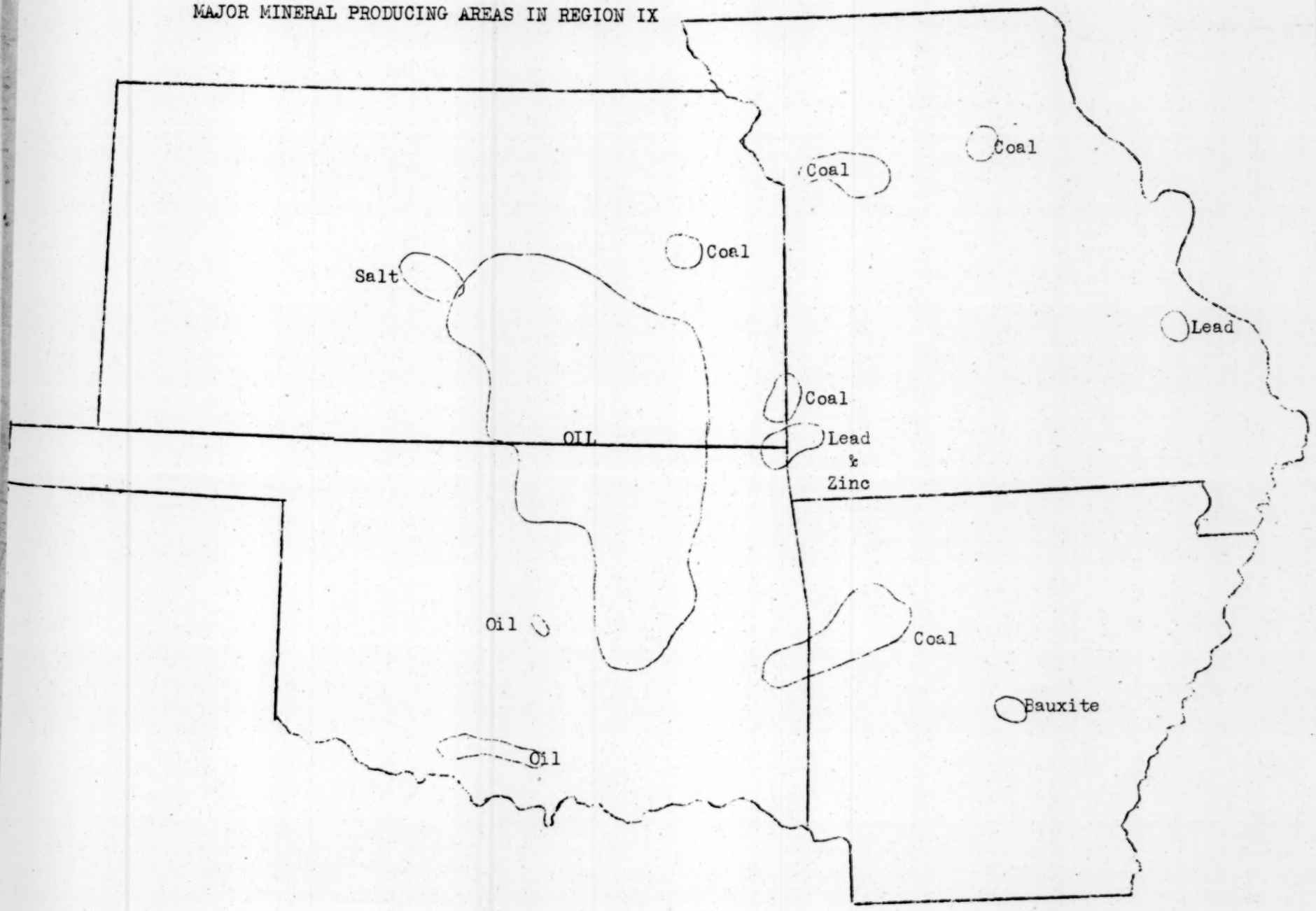
Percentage of Negro Population in Region IX



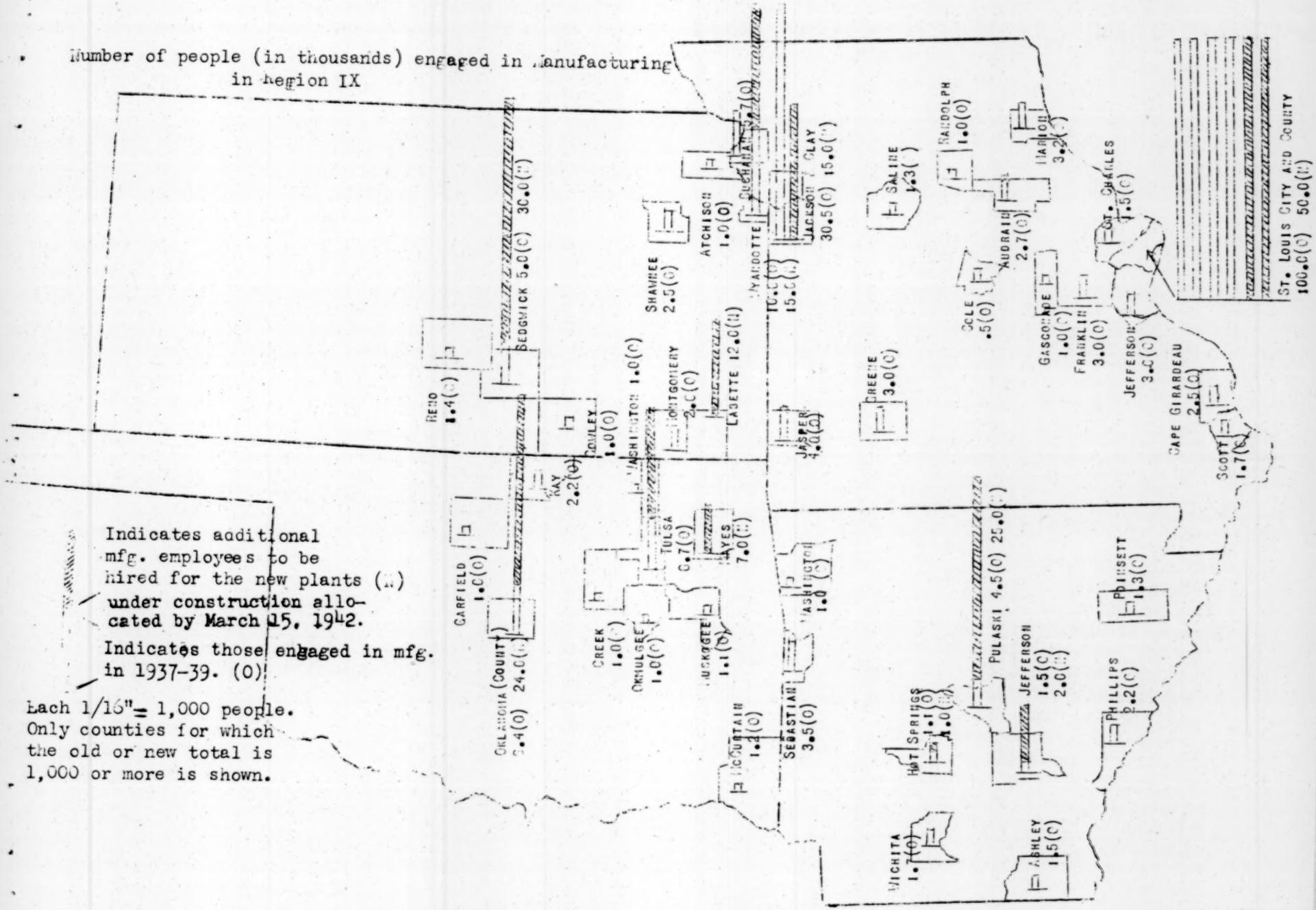
Percentage of Negro Population in Region IX



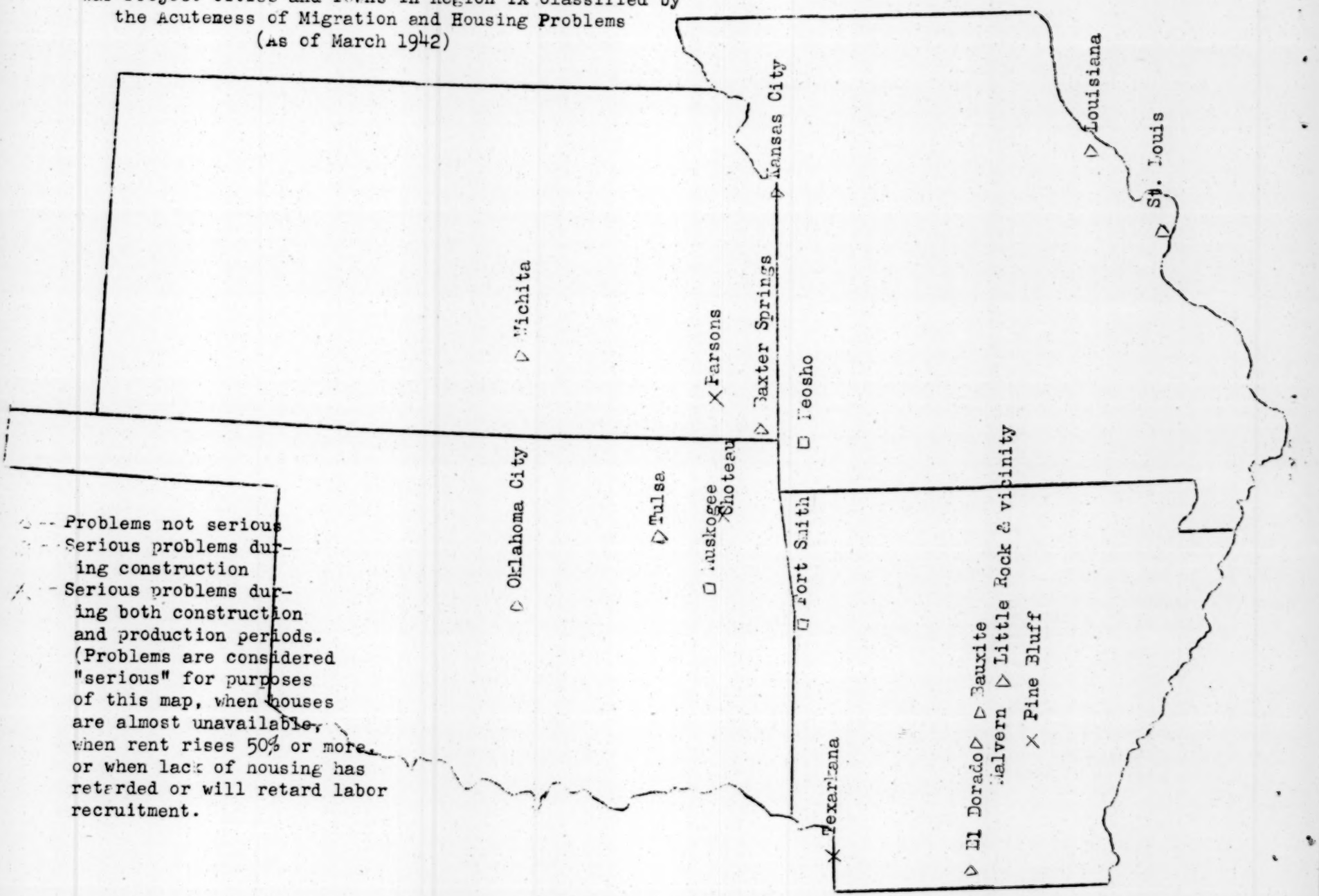
MAJOR MINERAL PRODUCING AREAS IN REGION IX



Number of people (in thousands) engaged in manufacturing in Region IX

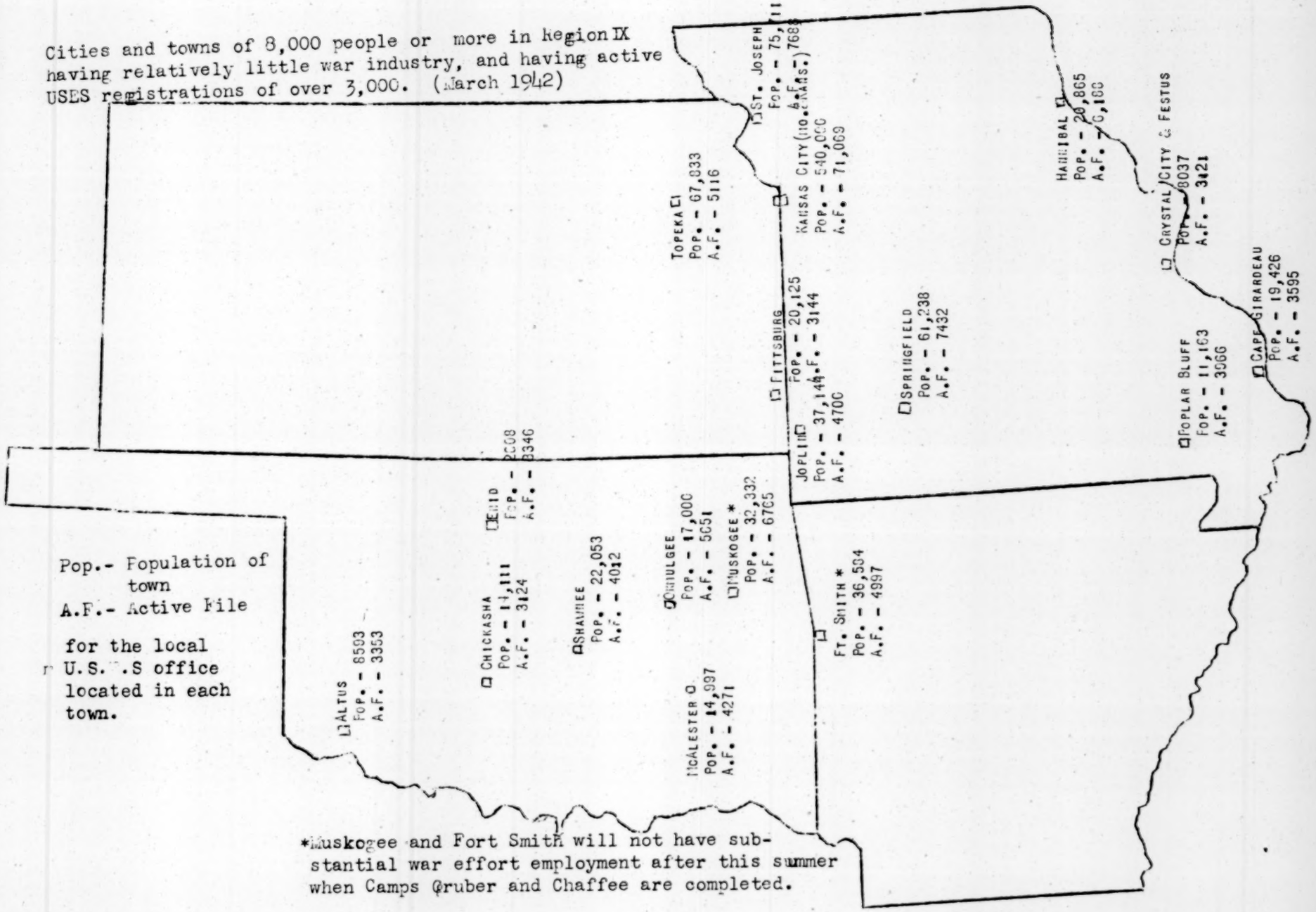


War Project Cities and Towns in Region IX Classified by the Acuteness of Migration and Housing Problems
(As of March 1942)




△ -- Problems not serious
▽ -- Serious problems during construction
▲ -- Serious problems during both construction and production periods. (Problems are considered "serious" for purposes of this map, when houses are almost unavailable, when rent rises 50% or more, or when lack of housing has retarded or will retard labor recruitment.

Cities and towns of 8,000 people or more in Region IX having relatively little war industry, and having active USES registrations of over 3,000. (March 1942)




Pop.- Population of town
A.F.- Active File for the local U.S.E.S. office located in each town.

*Muskogee and Fort Smith will not have substantial war effort employment after this summer when Camps Gruber and Chaffee are completed.

AD APPEARING IN ST. LOUIS PAPERS, SUNDAY, MARCH 22, 1942

SKILLED MEN FOR
WAR INDUSTRY

MACHINE OPERATORS
GEAR CUTTERS
GRINDERS, PRECISION
BULLARD MEN
BOREMATIC MEN
LATHE MEN
MILLING MACHINE

Experienced Only---Must
Have Tools

TOOL and DIE MAKERS

TEMPLATE LAYOUT MEN

ENGINEERS
Process
Service
Design

INSPECTORS
TOOL
GEAR
MACHINED PARTS
AIRCRAFT PARTS

ASSEMBLERS, PRECISION
MECHANICAL
HYDRAULIC
ELECTRICAL
SHEET METAL

NEW SHOP -- OVERTIME
Employment Office Open
Evenings and Sundays
Monday Thru Friday-8 A.M. to 7:30 P.M.
Saturday-8 A.M. to 3 P.M.
Sundays-10 A.M. to 3 P.M.

Bring Birth Certificate or Other
Proof of U. S. Citizenship

THE EMERSON
ELECTRIC MFG. CO.
1829 Locust St.

AD APPEARING IN ST. LOUIS PAPERS, SUNDAY, MARCH 22, 1942

TOOLMAKERS

DIE MAKERS

GAGE MAKERS

ALL AROUND MACHINISTS

Experienced men interviewed between 10 a.m. and 3 p.m. Sunday, March 22.

THE MOST MODERN AND COMPLETE TOOL SHOP IN ST. LOUIS, LOCATED WITHIN THE CITY LIMITS.

THE UNITED STATES CARTRIDGE CO.

3000 Locust

GENERAL SUMMARY WORK PROJECTS ADMINISTRATION ACTIVITIES IN REGION IX

January, February, March 1942

* *

As the end of the current fiscal year approaches, the WPA throughout the four state area, Missouri, Kansas, Oklahoma and Arkansas, is making an "all out" effort to move the greatest possible number of certified workers into jobs in war effort and non-war effort industries.

At present there are approximately 141,000 certified workers in this four state area. This includes male and female, white and negro. State Administrations are conscious of the fact that many of these workers are not qualified to be trained for War Effort industry and every effort is being made to move such workers to jobs made available by workers leaving non-war industries for war industries.

Special attention is being given to all newly certified workers being currently referred to us for employment by the welfare agencies, and all formerly certified workers, who are reinstated or returning from private employment. Such workers are carefully screened at the point of in-take, and wherever possible are referred to training or job opportunities before they are assigned to WPA projects.

In discussing the activities of this Administration, we should like to break them down into the following categories:

Vocational Training. At present there are approximately three thousand workers being trained in vocational schools in cooperation with the various State Departments of Education. Virtually all of these workers are being trained in aircraft sheet metal, machine shop operations and welding. Placement records for trainees completing these courses are more or less uniform throughout the area. Welding and machine shop trainees are being placed in relatively high numbers, while aircraft sheet metal trainees are experiencing considerable difficulty in finding jobs. There has been very little tendency for aircraft sheet metal trainees to leave this area for the East or West Coasts in search of employment. This is due primarily to the fact that most of such trainees have dependents and are not able to finance themselves for trips in search of employment. Records indicate that the employment found by aircraft sheet metal trainees is in fields other than that for which their training prepared them.

In order that training opportunities could be provided for all qualified trainees, this Administration has been authorized to rent or lease auxiliary training stations to be set up with the cooperation and approval of vocational training authorities. In Arkansas, Kansas and Oklahoma there appears to be little likelihood at present that such auxiliary training will be developed. All of these states report that adequate training stations are available under the present vocational training set up. In Missouri at least two such auxiliary shops are expected to be put into operation by the middle of this month. These shops have been approved by the State Vocational Training authorities and are located in areas within the state where there is a large supply of qualified trainees with no training stations available.

In order that WPA trainees with dependents may leave their homes for training in urban centers, a subsistence allowance of $1.00 per day has been almost universally authorized. This subsistence payment allowance enables the workers to maintain their families at their places of residence, and at the same time provide for themselves while enrolled at training sites.

In-Plant Training. WPA In-Plant Training is being used successfully at nearly all the centers of War Effort industry in this area. At present there are 520 workers being given this type of training. Since In-Plant Training is limited to a maximum of four weeks, during which time WPA will pay the learners' wage at the plant in which the training is being conducted, the turnover is rapid.

The largest class of In-Plant trainees currently receiving training is at the Scullin Steel Company, St. Louis, Missouri. The Scullin Steel Company is preparing to increase their force in order to turn out a fifteen million dollar contract for armor plate. In preparation for this contract they are training 160 negro workers in such occupations as welding, chipping, molding, etc. They expect to increase this number by several hundred within the next sixty days. Since a large percentage of their workers are negroes, WPA has been able to supply them with excellent trainees. An analysis of our certified load in St. Louis shows that there are many more negroes who can meet age, education and physical qualifications than there are white workers.

The obvious advantage of In-Plant Training over Vocational Training, of course, lies in the fact that at the completion of such training the worker is automatically taken on the plant's payroll. Since the inception of this program last summer, more than one thousand WPA workers have been moved into War Effort jobs through this medium.

Airport Servicemen Training. This type of training is being conducted under the sponsorship of the Civil Aeronautics Authority and the United States Office of Education at five airports in this area. Because of the specialization necessary, classes are not able to accommodate more than fifteen or twenty trainees at one time. Workers referred to this training must necessarily be of a high type, interested in aviation as a career, and willing to accept jobs any where in the country upon completion of training. The current demand for airport servicemen is now beginning to be in excess of the supply. Within the last thirty days the U. S. Army Air Corps has begun to hire such trainees under a Civil Service classification at a starting wage of $1,750 per year with overtime allowances. Another demand for such trainees is coming from contract schools engaged in giving primary training to cadet fliers. The fact all WPA trainees have dependents and are therefore not likely to be called soon by Selective Service has been a decided factor in their placement.

Women's Training. For the past six months State Administrations have realized the need for trained power machine operators. Since no vocational or in-plant training was available, women who could meet the qualifications of War Effort employers, were assigned to WPA sewing rooms and given strenuous courses in power machine operation with heavy materials. Through this medium more than a thousand women have been

moved into War Effort industry as operators, inspectors, cutters, assemblers, etc. WPA is now confronted with a definite problem in all of its urban areas, due to the fact that the supply of such qualified women is almost exhausted. Women, and especially those women certified for WPA employment are not at all mobile and it is therefore virtually impossible to bring qualified trainees from outside the urban areas for training and employment in the spots where War Effort industries are located.

Farm Labor. In order to render every assistance in helping to move qualified farm labor into jobs throughout this four state area, an organization was perfected almost a year ago to handle this specific function. WPA administrative or supervisory personnel have been appointed in each county to handle farm labor referrals on a "grass root" basis. These representatives are members of the county farm labor committees and act as a liaison officer between the United States Employment Service and other agencies represented on this committee, and the WPA. In emergency recruitment of farm labor, these representatives are able to move workers from operating projects directly to farm jobs. All foremen and supervisors at a project level have also been instructed to render every assistance in moving workers under their supervision into farm jobs to meet any and all emergencies. The fact that WPA stands ready to use every device at their command to help meet farm labor shortages has been widely publicized throughout the rural areas. This plan worked successfully during last falls' harvest season, and there is no reason to believe but what it will continue to render valuable assistance to employers of farm labor and other agencies concerned with the farm labor problem.

# WILL CONSCRIPTION FOR WAR WORK COME?

Article from
FACTORY MANAGEMENT and MAINTENANCE
Volume 100, Number 2 - February 1942

Mid-February will begin the most significant national nose-counting in the history of the United States. With the extension of the national registration to men 18 to 65, will come the prospect of far-reaching war-born changes in the locations, livelihoods, and ultimate destinies of millions of Americans who do not yet suspect its meaning.

By all the signs, the new registration, apart from its military uses, will be the preface to the eventual practical conscription of manpower for production as well as for the armed services. It is likely to presage, also, the conscription of women as well as men. And it is not too soon to consider the conscription of management as well as of labor. If the war goes on as expected, we should see these changes taking shape within six months and hardening into complete reality by the end of 1943.

Plans have already been laid for total mobilization of the nation's productive manpower. This may not be compulsory at first. Neither were priorities. And it may not be called "conscription." But it will begin in earnest when the doors of industrial plant employment offices clang shut for the duration of the war and the government takes over private industry's hiring operations. Does this sound like an incredibly radical change from orthodox practice? Perhaps so, but it is scheduled to begin this year. And with the stage thus set, Uncle Sam will then proceed, gradually at first, to move men and women about like checkers on a board just as they are moved today in Germany and in Britain.

The existence of these plans may be officially denied. The plans may change, as to detail, as plans do in Washington. But the pattern of the plans should hold because the procedure, in a modern war situation, is considered inevitable. FACTORY, after interviews with many of the best-informed sources in the capital, reports that the plans, as they stand, call for the following:

1. The centralization of all industrial hiring functions in the United States Employment Service (USES) with which will be integrated the work of all the various training and placement agencies of the government, such as Training-Within-Industry, the CCC, NYA, WPA labor section, Federal Committee on Apprenticeship, and so forth.

2. The close coordination of USES with Selective Service (a) to protect labor supplies in areas where needed, (b) to facilitate movements of priorities-displaced workers to defense areas (this with a background of "work or fight"compulsion).

3. The registration and eventual drafting of women for war work. Women were definitely scheduled for inclusion in the coming registration. At the last minute the plan was changed for "public relations reasons."

4. The "drafting" - compulsory or otherwise - of engineers, technicians, specialists, administrators, and management men of all sorts. To this end a national inventory of special abilities is already well under way.

On the face of it we have little choice. We will build, by the end of 1943, an armed force of perhaps 6,000,000 backed by an industrial army on war work alone of 23,500,000, more than double the average employment in all the manufacturing industries. To do this and maintain the most essential civilian supplies and services will stretch to the breaking point the nation's "total labor force" of 55,000,000.

This "total labor force," remember, includes storekeepers, housemaids, dog catchers, chefs, glamour girls, executives, and anyone else who is considered able to earn his living. From this 55,000,000 subtract 6,000,000 of our youngest men and 23,500,000 of our ablest workers, and you have 25,500,000 remaining. From this subtract 10,500,000 for agricultural labor; 4,000,000 for essential manufactures; 4,000,000 for trade, distribution, and finance; 2,500,000 for government service; 4,000,000 for the service industries; 1,500,000 for transportation; 1,000,000 for construction, 1,000,000 for utilities; 300,000 for mining to supply civilian needs; and 600,000 for miscellaneous occupations. All these, by the way, are minimum estimates, and most of them, except agriculture and government, represent reductions of 50 percent from 1940 averages.

When these deductions are completed, you are faced with a deficit of nearly 4,000,000 workers. What then? Housewives become trolley conductors, as they have in England where the conscription of feminine labor prevails. In a word, you regulate your labor supply systematically and draw upon exceptional reserves by combined resort to patriotism, priorities, and compulsion. The greater the need, the greater the degree of coercion. That is one of the imperatives of "a hard war, a long war, a bloody war, a costly war." And that is the price we shall probably have to pay to reach our goal, at the end of 1943, of 185,000 planes, 120,000 tanks, 55,000 anti-aircraft guns, and 18,000,000 dead tons of shipping.

Similarly it would seem that you cannot treble the tasks of the nation's already over-extended technical and industrial management staffs without snapping what may well prove to be the shortest string in your bow. In that case again - since managerial skills are the hardest to multiply quickly - you manipulate and you conserve. You coax a capable production man out of a B-3 industry into an A-1-a industry, or into the Army, as the case may be, and if you can't coax him you find some way to snatch him. Still short of managerial manpower, you begin to reach into the back shelves. You cast around for engineers who were graduated 10 years ago and haven't practiced since. You give them refresher courses and put them to work.

If you lack the legal authority to do these things, you go to the proper place and get it. England's Regulation 58a, issued under the Emergency Powers Defense Act, grants the Minister of Labour full power "to direct any person in the United Kingdom to perform such services as the Minister thinks he is capable of performing." That's plain enough, and in practice

it means that, as Beverly Baxter, M.P., put it in "British Industry in War," (FACTORY, November 1941): "If Henry Ford turned up at the Chrysler plant and said he had been put in charge by President Roosevelt, one might have something of an American parallel."

Moreover, under the "Essential Work Order," the Minister of Labour assigns employees to plants designated on his "schedule of undertakings" or list of essential industries. Between the lines is a hint that what the Minister can give, in the way of labor priorities, he can also take away. "Normal" wages and working conditions are specified in the terms under which the worker is placed. The employee can't quit and his employer can't fire him without notice to the Minister and there is also an Appeal Board to hear disputes. And note this comment by a British official: "Managerial personnel is controlled as closely in these (essential) industries as is labor."

This precedent deserves the American reader's close attention because Washington's plans for manpower mobilization are said to be based very largely on British experience. England began the war with a strong national employment service ("no work, no dole"), and we are building the same thing now.

The United States Employment Service was completely federalized last December. Its 1,500 offices and 22,000 employees, many of whom were formerly on state payrolls, were quickly taken under the federal banner. A big reorganization job was begun by its new Director, youthful John J. Corson, a crack personnel man from the Social Security Board. When set up to handle its huge new tasks, USES will probably need another 22,000 employees, many of whom will be drawn from the very plant employment offices that it is expected eventually to replace.

USES will remain an operating, not a policy-making, agency in the set-up by which it will be integrated with other placement and training groups. There has been talk that a cabinet officer will head the entire program. For the present, policy rests with the National Labor Supply Policy Committee, originally created in the Labor Division of OPM, and with Lt. Col. Frank J. McSherry, Sidney Hillman's Deputy Director for Labor Supply and Training. This committee includes six members each from management and from labor with Arthur F. Flemming of the Civil Service Commission as Chairman. (Creation of the War Production Board should strengthen the hands of the Committee and of Colonel McSherry. Whereas legislation might have been needed to implement the program, it is probable that an executive order can now turn the trick. An unknown factor is the rumored Manpower Allocations Board, the appointment of which has been studied by President Roosevelt. There is much to be said for allocations as a long-range expedient. This is one point on which the British have apparently failed. For failure to apportion their labor supply correctly in advance, they have met with some embarrassing reversals, such as the necessity for recalling a large corps of coal miners from the armed services.)

The National Labor Supply Policy Committee had a hand in framing the occupational questions in the new national registration questionnaire. The questions are aimed to achieve a 70-percent-accurate preliminary screening of men with special abilities and seek to elicit information about both primary and secondary skills. Some 150 specially needed skills are listed.

Duplicate copies of the questionnaire will be studied by the local Selective Service Boards and the local USES offices who will share the services of an occupational adviser. Both agencies will be on the lookout for hoarding by employers of skilled labor and will seek to force upgrading and replacement training to overcome it. Eventually employers may be required to submit their payrolls for inspection.

It is estimated that it will take at least six months for USES to organize sufficiently even to begin in its big task of taking control of the labor market. But before then it is expected to operate in the critical areas, an example of which would be Detroit. Depending on the success of the automobile-plant conversion program, there may still be many workers who will have to be moved to areas where they are needed. First, however, every effort will be made to utilize the same employees in the same plant or in the same community and to "convert" the workers themselves, if possible, by training and upgrading.

Moving single workers or large numbers of workers around the country will be undertaken reluctantly, USES officials say. Yet Hillman himself has hinted that as many as 2,000,000 or even 3,000,000 priorities-displaced workers and their families may have to be shifted during 1942. The practical obstacles to large-scale moves, such as wage differentials, differences in working conditions, differences in union memberships, and so forth, remain to be worked out. About only one thing seems certain. The government will protect the worker from financial loss in the transaction.

The acuteness of the coming labor shortages and the speed with which they develop, will doubtless determine the degree and speed with which the government asserts its control over the labor market. On the one hand, a shortage might make it less, rather than more, necessary for the government to force employers to accept older workers, women, negroes, and properly registered aliens. On the other hand, a shortage might make it more, rather than less, necessary for the government to restrict the individual worker's movements from job to job or from place to place.

As for the worker who balks at being moved, let us say, from Detroit, where he isn't needed, to Texas, where he is, the fact that Uncle Sam is doing all the hiring in both places would eventually constitute a fairly cogent compulsion. There remains also the "work or fight" factor which cooperation between USES and Selective Service implies. This will grow in importance if, as has been hinted, Uncle Sam begins to call up married men for military service with "dependency allowances" to soldiers' wives.

Will the coming stringency of manpower mobilization arouse much opposition? Probably not, for this is war. At any other time organized labor might be expected to join employers in a fight against such severe infringements of personal liberty. In fact the CIO has, in peacetime, opposed such plans on the ground that government control of employment means wage control. This, by the way, seems a not unlikely prospect. To the degree that it restricts competitive hiring and labor "pirating," it will tend to hold wages down. Apparently neither the CIO nor AFL has given much thought to the labor mobilization problem in their public conferences. Off the record both have

indicated that, while not openly endorsing the plan, they will be willing, for patriotic reasons, to go along.

It is noteworthy that a recent Gallup poll found 67 percent of Americans, including workers, of course, quite willing to let the government tell the worker "what job, where, and how much." Such opposition as there might be, would also diminish further with a heightened war psychology. This was true in England where the workers themselves welcomed practical labor conscription as a means of systematizing their assignments to jobs where they could serve best. English women accepted the labor draft with equal grace, when their turn came. Today in England 75 percent of aircraft workers and 30 percent of those in heavy manufacturing are women.

In any discussion of the prospect for management mobilization or conscription, the same factors which govern labor control - urgency, shortage, public reaction, and war enthusiasm - should be taken into account.

Is there a shortage of trained management? It hardly seems necessary to debate the question. Only last month the Washington Navy Yard was compelled to advertise for women engineers, technicians, and draftsmen.

Will the shortage grow more acute? The mere size of our production program answers that. Shipbuilding alone will create 60,000 more supervisory jobs in the next two years.

Has there in the past been serious talk in government circles of a war-time management draft? Yes, bills have appeared in Congress from time to time and one once passed the House. Moreover, the Industrial Mobilization Plan of 1936 contained the sample draft of a bill to be called "The Industrial Management Act" which was intended for passage in time of war. In effect its provisions are much like those of the British law empowering the Labor Minister to "direct any person...to perform such services as the Minister thinks he is capable of performing." The Industrial Management Act, furthermore, would have provided penalties and even imprisonment for management men who refused to accept government assignments.

Thus we see that management conscription did have a definite place in the peacetime thinking of those who planned for war. This is quite apart, incidentally, from Section 120 of the National Defense Act and Section 9 of the Selective Service Act under which the government is empowered to take over operation of seized plants (as at Federal Shipyards, North American Aviation, and Air Associates) and with it control of the managements.

Yet FACTORY's recent inquiries among prominent War Department, defense, and Selective Service officials in Washington revealed a frequent tendency to discount the possibility of management conscription.

"You can't draft officers," one man of national note declared.

"Don't forget," said another, "that the Industrial Management Act was dropped out of the Industrial Mobilization Plan in the 1939 revision. I think personally that it was put there in the first place only as a result of

the Nye Committee investigations. I don't think it was really any part of the War Department's thinking at the time. You must bear in mind, too, that Nye wasn't thinking so much of planning for war as of making war so tough that nobody would want to get into it."

"Knudsen wasn't drafted," said yet another, almost indignantly rejecting the whole idea. In all candor it must be added that there does not appear to be, at this time, the slightest sentiment in Congress in behalf of such a move. The question didn't even come up in the hearings on the recent amendments to the Selective Service Act.

On the basis of this evidence alone it would be possible for FACTORY to predict categorically that there is no likelihood whatever of a management draft. But let's look a little further.

"I think we may have to come to it," said a high War Department procurement official. "Already the Army and Navy Munitions Board has named a special committee to coordinate requirements on management, regionally and in the companies themselves, because of the shortage that exists. I don't like to talk about drafting, so let's say that we may be near the time when systematic assignment of management manpower may be necessary."

"Labor will comply willingly with government control of labor supply," said a national trade union spokesman, "but it would certainly expect management to take the same dose."

And finally:

"You don't telegraph punches like that," said a key defense official. "The question won't come up in my department and the policy won't be mine to decide. But I can tell you this: If I had in mind any such move as management conscription, I wouldn't say a word about it now."

Is it possible that management conscription is being soft-pedaled as an issue at present "for public relations reasons?" It is definitely not a forgotten question in the councils of those who, under the new War Production Board set-up, will have the responsibility of staffing the government agencies for the tremendous production job ahead.

"When you hear it discussed," said a man fairly close to these councils, "it is phrased something like this: If we can't get the men we want on a voluntary basis, we shall have to put it on an 'or else' basis."

Knudsen wasn't drafted, to be sure. But it is not the independently wealthy man who constitutes the personnel problem that lies ahead. It is the middle-bracket management man, the one to whom a shift to the government's service (or later on, a shift from plant to plant at the government's behest) may mean a serious professional and financial sacrifice.

"You can take a $15,000 man and put him in a major's uniform at about $4,600 a year and you'll be surprised how well it works," said yet another official. This is noteworthy because of the known intention of Donald M. Nelson,

new defense czar, to make infiltration of the armed services with key personnel from industry a major point in his reorganization of the defense set-up.

Assume, for a moment, that plans are definitely afoot for the systematic mobilization, by conscription if necessary, of management. The problem arises: Where and how are you going to find the men you want? The new national registration questionnaire will not be sufficiently detailed to provide an inventory of management skills, although it is expected to turn up some much-needed technicians and draftsmen. What you need then is a register of all experienced men with detailed information on unusual specialties and abilities. This could be gotten by means of a separate registration, which, incidentally, was discussed in the 1936 Industrial Mobilization Plan.

Or it could be done by some government agency. As a matter of fact, it is being done already--on a quite large scale. The little-publicized National Roster of Scientific and Specialized Personnel (call it the Roster for short) has now been in existence for over 18 months. It is jointly sponsored by the United States Civil Service Commission and the National Resources Planning Board. Its staff shares offices with the Civil Service Commission and is headed by Dr. Leonard Carmichael, president of Tufts College.

If you are an engineer, a scientist, a foreign-language expert, a geographer, a personnel expert, a top production man, or a recent technical college graduate, you may already have received a very exhaustive questionnaire from the Roster. This, quite possibly, was sent to you through the engineering or alumni society to which you belong. You are one of 402,000 men who have so far received such questionnaires. If you returned it, you are one of 221,000 men whose names and specialties are carefully cross-indexed in the Roster in a list of 758,000 abilities in 51 different fields. Your questionnaire, incidentally, carries with it Civil Service certification--to cut red tape--for the job which you may some day be unexpectedly called to fill. The Roster has already filled thousands of government jobs and has, on occasion, helped privately operated defense industries to find large groups of management specialists.

The Roster unquestionably provides the basis for management mobilization. Some of its own staff members consider this its primary purpose.

Thus unfolds the probable pattern by which the United States, a democracy, will marshal the manpower it needs for the gigantic war effort that has already been announced. To management, to labor, and to the individual it means severe restrictions of personal freedom as it has in England, another democracy at war. The new regulations of manpower will be achieved in part by an appeal to voluntary patriotism and in part to compulsion where needed.

FACTORY has sought in this report to bring to management the best available information on the specific ways in which the mobilization of our manpower will be achieved. Within the framework of the plans outlined, changes as to detail may take place. If we fall down on our production schedules, the plan may not materialize so soon. On the other hand, vast output and a tighter labor market may hasten it. In all you have read, remember that FACTORY is visualizing the events of the next two years in a long, hard, intensified war. If the war goes on that way, then the indicated events will occur in substantially the way in which they are depicted here. On that, FACTORY'S sources all agree.